

What Ability Disability Support Worker

About the Role

As a Disability Support Worker at What Ability, you'll support participants across community access and accommodation settings, including Supported Independent Living (SIL), Short Term Respite (STR) i.e camps/respite support.

No matter the setting, your core responsibility is the safety, dignity and wellbeing of the people you support.

Where You'll Work

- **Community Access**
 - Examples include beaches, pools, gyms, parks, cafes
- **Accommodation Support**
 - SIL houses
 - Respite and Camp properties

What You'll Be Responsible For

- **Supporting daily living and independence:** assist with personal routines, encourage skill-building, and maintain predictable, emotionally safe environments.
- **Providing personal care:** supporting hygiene, dressing, mobility, and toileting while upholding dignity, consent, privacy, and cultural preferences.
- **Health and medication support:** assist with and administer medication (where authorised), and escalate concerns as needed.
- **Behaviour support:** implement Behaviour Support Plans using proactive, least-restrictive strategies; recognise early signs of escalation and respond calmly to distress or crisis.
- **Shared living and house dynamics:** support respectful interactions between housemates, uphold house rules and safety standards, and prevent conflict or exploitation.
- **Community participation and activity support:** facilitate engaging, safe, and inclusive activities aligned to participant goals; adapt in real time to ability, energy, sensory needs and risk.
- **Transport and logistics:** safely transport participants to and from activities or appointments, manage schedules and time effectively, and ensure participants arrive safely.
- **Monitoring wellbeing and risk:** actively observe participants for changes in mood, behaviour, health or fatigue, manage risks, and follow emergency procedures.
- **Documentation and reporting:** review support plans, complete accurate progress and incident reports, and ensure records are uploaded in a timely manner.
- **Communication and professionalism:** liaise respectfully with participants, families, guardians and colleagues; represent What Ability positively in the community; collaborate effectively with other staff.

This Role Is For You If You:

- Can balance fun and connection with structure, safety and accountability
- Stay calm and capable in challenging or unpredictable situations
- Take compliance, documentation and duty of care seriously
- You are reliable, honest and authentic at all times
- You are youthful and energetic. We seek individuals who are vibrant, enthusiastic, and passionate about making a difference in the lives of people with disabilities
- Want to help raise the standard of disability support

What You Need to Apply

To be considered for this role, you must hold:

- A valid Police Check (within the last 2 years)
- State-specific Working With Children Check (WWCC)
- NDIS Worker Check
- First Aid and CPR certification
- Current valid driver's licence and roadworthy vehicle.

Onboarding and Training

If successful in your interview, you will be guided through our onboarding program to gain the following qualifications and certifications prior to commencing your employment:

- NDIS Modules:
 - Supporting Effective Communication
 - Supporting Safe, Enjoyable Meals
 - New Worker Induction
 - NDIS Orientation Module
- Medication Assistance Certification
- Epilepsy Essentials training
- Hand Hygiene and Personal Protective Equipment (PPE) certification

About What Ability

What Ability is an NDIS registered disability service provider, operating across four states in Australia. We pride ourselves on creating engaging and fun experiences in disability support.

With a national team of over 800 support workers, including professional and semi-professional athletes, we are committed to empowering individuals with disabilities to live their best lives by putting happiness first.