

Disability Support Worker (Female) - Complex Support Needs

- Casual Role – Weekends, Overnights, Weekdays during school holidays
- SCHADS Award
- Shift Departure/Return Bundoora, Victoria
- Salary Packaging Available
- For immediate start



The Australian Camps Association (ACA) is seeking an experienced **female Disability Support Worker** to join its People Outdoors (PO) team, supporting a young adult male participant, with complex support needs, during weekend overnight camps (2:1 support ratio). The People Outdoors program gives children, teens and adults with disability the chance to experience real camp adventures, make friends and build confidence — with the right support around them.

About the role

- Provide high-quality, person-centred support to a participant with complex needs, including assistance with daily living activities such as personal care.
- Work within our camp program to provide an individualised program for the participant.
- Support the participant using their established communication methods and promote their choice and control.
- Transport participant to and from camp using company provided vehicle. You will depart and return to/from our location in Bundoora, Victoria.
- Implement and follow individualised Positive Behaviour Support Plan (PBSP) to proactively manage and respond to behaviours of concern.
- Enable the participant to participate safely in recreational camp activities and outdoor experiences.
- Support the participant who may display challenging behaviours, using trauma-informed and safe practices.
- Complete accurate progress notes, incident reports and other required documentation.
- Work collaboratively with the participant's multidisciplinary team to provide consistent support and work towards agreed goals.
- Build strong, respectful relationships with the participant, their family and stakeholders.
- Ensure compliance with NDIS Practice Standards, Australian Camps Association policies, and relevant legislative frameworks.

About you

- At least three years' frontline disability support experience, including supporting participants with complex support needs who may display verbal or physical behaviours of concern.
- Experience supporting participants with limited verbal communication.
- A calm, confident and adaptable approach, with strong de-escalation, problem-solving and decision-making skills.
- Excellent communication and teamwork skills.
- Strong written communication, documentation and incident-reporting skills.
- A reliable, punctual and consistent approach to work.
- The availability and willingness to work weekends and overnight for the full duration of a camp.

Mandatory requirements

- Current NDIS Worker Screening Check.
- Current Working with Children Check.
- Current Australian Drivers Licence.
- HLTAID011 Provide First Aid and HLTAID009 Provide Cardiopulmonary Resuscitation (CPR) certifications.

- Completion of NDIS Worker Orientation Module.
- Completion of Protecting Children - Mandatory Reporting and Other Obligations training.
- Valid Australian work rights.

Desirable

- A Certificate III or higher qualification in Disability, Community Services or a related field, or currently completing a relevant qualification.
- Relevant high-intensity support training or experience.
- Previous training in behaviour support, de-escalation or crisis prevention.

Why Australian Camps Association / People Outdoors

- People Outdoors is a program of the Australian Camps Association, Australia's national peak body for camps and associated providers.
- People Outdoors has nearly 40 years' experience providing inclusive camp and outdoor experiences for people living with disability.
- Pay will be in accordance with the applicable SCHADS Award classification commensurate with High Intensity support.
- Salary Packaging Available.
- You'll be supported by a dedicated, approachable and experienced team.
- You will receive camp dates in advance for you to submit your availability.
- This is a different kind of support work, providing meaningful experiences within a social and active camp environment.
- Shared, on-site accommodation and meals are provided.

Shift Schedule

- **Weekend Camp Shifts:** Friday: 5:30pm - Sunday: 3:00pm

If you are an experienced female Disability Support Worker who is confident supporting a participant with complex support needs, we would love to hear from you.

To Apply

Please submit a cover letter and resume outlining your relevant experience, suitability and interest in the role.

Applications close on 30 September 2026.

All enquiries and applications are to be sent via email to Trudi Donnelly at trudi@auscamps.asn.au or call 03 9863 6822.

Shortlisting will commence immediately for these positions.

Applicants will only be contacted if they are successful in proceeding to the interview stage.

If an appropriate candidate is sourced, the advertising will close early, thus we advise you apply right away.