



“I really enjoy having access to such a wide range of expertise – from education psychology to speech-language therapy and so on.” – Mark Douglas (Adviser on Deaf Children, Tauranga)

Watching four year old Bae chat away to his kindy pals, it’s hard to believe he’s crammed 18 months of language learning and development into just a year. But he has.

Bae was born with a moderate hearing loss. By age one, he’d been fitted with hearing aids, giving him access to sound for the first time.

The following year, Bae and his family were referred to an Adviser on Deaf Children. Her job involved getting everyone up to speed with Bae’s hearing and language needs and fitting mum with a specially made microphone that transmits speech to Bae’s ears.

Bae’s parents say he’s coming along in leaps and bounds. He’s doing great at kindergarten, is sociable and – since developing his language skills – has found he loves a good yack, much like any child his age.

Nature of Work

Advisers on deaf children work closely with parents, caregivers, head teachers and other specialists to help children and young people with hearing needs learn and develop.

It’s an important role that starts with helping children and young people with hearing needs (and their families) prepare for and start and settle into school.

Advisers on deaf children work with children and young people who are referred to the Ministry of Education by health specialists, such as audiologists or speech-language therapists.

They talk to adults in a child or young person’s life and observe a child or young person’s overall development and behaviour to find out what that child or young person’s needs are.

The process can occur at a child or young person’s home or in an early childhood education setting or within a school, wherever is most appropriate.

“The beauty of this role though is that every case, every child, every day is completely different. When I jump in my car in the morning, I never know who or what I’m going to meet at the end of my journey.” – Debbie Crate (Adviser on Deaf Children, Tauranga)

As an adviser on deaf children, you’ll adapt the way you work to suit the individual needs of a child or young person and tailor your approaches to suit the context in which they live and learn.

Advisers on deaf children work with colleagues and other specialists and agencies for extra support with behaviour, communication, hearing and other special education needs. As a result, they develop close working relationships with a range of education, health and community professionals.

“It is important to refer families to parent groups. They’re incredibly powerful. Parents share their journey with their children and with deafness.” – Mark Douglas (Adviser on Deaf Children, Auckland)

Preparing education programmes and providing them to a child or young person’s support team for feedback and ideas are also central to an adviser’s role.

Programmes become part of a child or young person’s individual education plan (a plan can be made up of several programmes each tailored to meet an individual’s different needs).

Over time, programme strategies are implemented, monitored, reviewed and adapted by a child or young person’s support team.

“I like schools to introduce deaf role models to our deaf students. Students can buddy up with a role model and develop support and communication lines. That might mean being in touch by email, phone or whatever.” – Mark Douglas (Adviser on Deaf Children, Auckland)

As an adviser on deaf children, you’ll also have the opportunity to share your knowledge and experience by developing programmes and providing training to early childhood education services and community groups.

Who are we?

The Ministry of Education is a significant employer of advisers on deaf children and we’re looking for more.

The Ministry has offices throughout New Zealand where we aim to provide access to education and learning to all New Zealand’s children and young people.

Working for us, you’ll help people see that children and young people who are deaf or hearing impaired are more than their



Help people see that children and young people who are deaf or hearing impaired are more than their disability.

disability and, with the right support, can participate, learn, achieve and contribute.

“We know outcomes can be good if we pick up a child early, use the right interventions, technology and resources. We’ve seen the results.” – Mark Douglas (Adviser on Deaf Children, Auckland)

Still at school or studying at university? In a related career but feel like a change? Regardless of your situation, now is a good time to think about career opportunities with the Ministry of Education.

Advising on deaf children is not just a job – it’s a profession with possibilities. Why not join us?

Where can I go in my career?

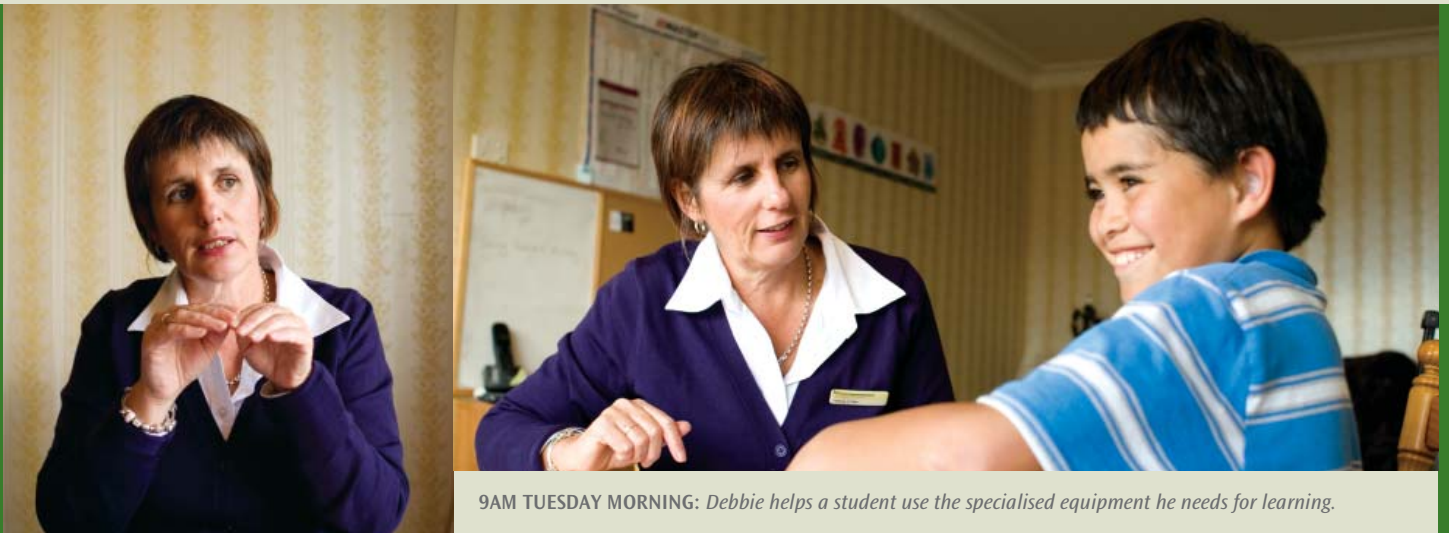
Becoming an adviser on deaf children with the Ministry of Education will give you the rewards and challenges of the job itself, as well as opportunities to develop your career.

“When I look back, I think I’d always been searching for something a little bit different and, in this work and in this role, I think I have found it. Getting involved in deaf education has been the perfect fit for me.” – Debbie Crate (Adviser on Deaf Children, Tauranga)

You’ll be supported and supervised by experienced professionals with the Ministry. Keeping up to date with the latest research evidence, taking part in ongoing training and mixing with a wide range of highly skilled and talented professionals will keep you challenged and stimulated.

Moving into one of our fixed term, practice focused leadership roles will give you the chance to lead change and improve services from within the organisation.

Meet Debbie Crate, an *Adviser on Deaf Children* in Tauranga.



9AM TUESDAY MORNING: *Debbie helps a student use the specialised equipment he needs for learning.*

“When I look back, I think I’d always been searching for something... and in this role, I think I have found it. Getting involved in deaf education has been the perfect fit for me.”

HER BACKGROUND: Debbie Crate is a full-time Adviser on Deaf Children with the Ministry of Education in Tauranga.

Starting out as a primary teacher, she went on to study teaching of the deaf, which led to a job in a deaf unit (within a mainstream school) in South Auckland.

A stint as an itinerant teacher of the deaf followed. By 1998, Debbie had become an Adviser on Deaf Children with the Ministry of Education and had embarked on master’s level studies with Auckland University.

“When I look back, I think I’d always been searching for something a little bit different and, in this work and in this role, I found it. Deaf education was the perfect fit for me,” she says.

HER STORY: Debbie’s pretty excited about the country’s new hearing screening initiative, saying it’s already improving the quality of her service.

The initiative identifies newborns’ hearing needs early. And that means all the support and training Debbie provides to parents gets under way sooner.

“Early diagnosis gives parents time to grieve. But it also gives them time to sort out a kindergarten, a school, a child’s hearing aids and so on. Until recently, we’d tackle all this in a year and it was just too much.”

Some children are profoundly deaf and need support from birth right through to secondary school. Others have moderate hearing needs, which means Debbie spends less time with them (and their families) as everyone gains the knowledge and skills they need.

A child is referred to Debbie by audiologists working in the health sector. Typically, Advisers on Deaf Children work closely with a child’s audiologist throughout a child’s time at school.

“Audiologists have a lot of technical knowledge, which they share with parents. Usually, I’m part of that conversation and help explaining things to parents, it’s one of my key roles.”

THE REWARDS AND CHALLENGES: Debbie moved out of primary teaching after seeing the opportunities deaf education offered her.

The career move appealed because it was both different and similar to classroom teaching, says Debbie.

“Of course, like primary teaching, it demands a lot of passion and I still get to work closely with children.”

“But there’s a different sort of variety and flexibility in the way deaf advisers work. There’s a lot of autonomy – we organise our own time to suit ourselves.”

HER FUTURE ASPIRATIONS: Debbie’s latest interest is developing the sector’s evidence base through encouraging specialists to do doctoral studies.

“When I think about my future aspirations it would be to see the deaf education sector grow and flourish through research – and it’s something I’d love to be part of.”

Want to speak to someone like Debbie about a career as an Adviser on Deaf Children? Give us a call or drop us an email.

“First and foremost, I like the way we work. We work in interdisciplinary teams who give you access to a whole lot of knowledge and skills within one office.” – Mark Douglas (Adviser on Deaf Children, Auckland)

Other career opportunities include management, getting involved in special projects and offering supervision.

What skills and knowledge do advisers on deaf children have?

- ▶ knowledge of child development
- ▶ knowledge of deaf education
- ▶ skill in managing deafness and hearing needs in a variety of settings
- ▶ knowledge of psychology and education theory and child development
- ▶ knowledge of community and family support services
- ▶ excellent communication, teaching, research, planning and administration skills.

What qualifications and experience do I need?

You need a teaching degree or diploma, deaf education teaching experience and a master’s degree in deaf education (or be willing to study towards one).

The [University of Auckland](#) and the [University of Newcastle](#) offer a relevant master’s degree. Entrance requires a relevant undergraduate degree and teaching experience. You may be eligible for a Ministry study award.

Research and plan for your career by checking out the [Career Services](#) website.

What about my personal qualities?

You’ll spend lots of time with people from a range of ages, cultures, backgrounds and lifestyles. So, you will need to listen, build trust and inspire confidence.

Being understanding, patient, supportive, creative and practical are all great personal qualities for an adviser on deaf children.

Having a strong interest in team work and collaborating with other professionals is important.

What salary can I expect?

Salaries for advisers on deaf children vary between \$40,000 and \$74,000 per year, depending on skill and experience. The Ministry offers reimbursement of some study-related financial costs.

What are the working conditions like?

The Ministry of Education offers five weeks’ annual leave and flexible working conditions, so you can balance work with child care, travel and training commitments.

“There’s a different sort of variety and flexibility in the way deaf advisers work. There’s a lot of autonomy – we organise our own time to suit ourselves.” – Debbie Crate (Adviser on Deaf Children, Tauranga)

Ready to go? Now’s a great time to start a rewarding and dynamic career as an adviser on deaf children.

Who can I speak to?

Speak to an adviser on deaf children or contact the Ministry on:

- ▶ 0800 622 222
- ▶ special.education@minedu.govt.nz

Where can I find out more?

Ministry of Education

- ▶ www.minedu.govt.nz/educationsectors/specialeducation.aspx
- ▶ www.minedu.govt.nz/sestudyawards

Deaf Association of New Zealand

- ▶ www.deaf.co.nz

Careers information

- ▶ www.careers.govt.nz

University of Auckland

- ▶ www.auckland.ac.nz

University of Newcastle

- ▶ www.newcastle.edu.au/research-centre/renwick/