POSITION DESCRIPTION

Position	Therapeutic Residential Care Worker	**Position Number**	
Reports to	House Manager	**Direct Reports**	Nil
Status	Ongoing	**Time fraction**	Casual
Award	SCHADS Level 2-3	**Location**	North Metro

OUR VISION

Our footprint will be informed by Aboriginal self-determination and grounded in culture, with our voices and actions guiding the fires of change.

OUR PURPOSE

Grounded in Cultural Therapeutic Ways, we commit to Heal, Connect and Protect Aboriginal children, families and community; informed by culture, trauma and self-determination to bring about generational change.

PROGRAM AREA

VACCA's Therapeutic Residential Services Program – Gamadji Balit meaning Emerge Strong, operates from a trauma informed framework. It utilises current best practice developed from trauma, relational and attachment theories.

The program aims to provide a culturally safe, nurturing and healing home environment for the children in our care, meeting the children's individual needs using a culturally therapeutic approach. The child's Aboriginal identity, rights and connection to their family, land, and community are privileged.

The cultural foundation for the program has the following components: Cultural Safety, Cultural Rights, Cultural Responsibilities, Aboriginal understanding of family and kinship structure, Aboriginal understandings of culture as resilience. As well as this the program seeks to comply with the Best Interests Principles, and the Aboriginal Child Placement Principle.

The Therapeutic foundation has reference to the work of James Anglin, Dr Bruce Perry, Daniel Hughes, Van der Kolk, Dr Allan shore and Dr Dan Siegel and Dr Judy Atkins.

POSITION SUMMARY

Therapeutic Residential Care Worker will engage with the children and young people to develop a nurturing, positive relationship and to assist each child to deal with their trauma-based responses to

life in a way that promotes healing, emotional growth and development of positive attitudes and life skills.

KEY RELATIONSHIPS

Internal: Residential Care staffs and management including House Managers, Case Managers and other VACCA support services and broader community.

External: Schools, Child Protection, Victoria Police, Aboriginal Community Controlled Services (ACCO's) and other Community Service Organisations.

KEY SELECTION CRITERIA

ESSENTIAL

- Demonstrated understanding of, and commitment to, the values that underpin VACCA' vision and purpose and the capacity to take a leadership role in championing these internally and externally
- Demonstrated awareness and appreciation of Aboriginal societies and cultures, and commitment to continually build knowledge of such, along with a high level of awareness of the key issues which impact upon Aboriginal communities
- Sound knowledge and understanding of Aboriginal culture and values and the ability to effectively communicate with Aboriginal children and their families.
- A demonstrated ability to work, collaborate and contribute to Aboriginal children with a range of complex and diverse needs to support their emotional, physical, psychological and cultural development.
- Ability to respond therapeutically to Aboriginal children's pain-based behaviours indicating an understanding of the impact of trauma and disrupted attachment on children.
- Ability to provide therapeutic parenting to children who have been traumatised.
- Ability to participate pro-actively and openly in the therapeutic team including the ability to give and receive feedback in a constructive, respectful manner.
- Ability to complete household tasks such as cooking, cleaning, laundry, transporting children.

REQUIREMENTS

- A relevant qualification, in line with Residential Care minimum standards, Including the Mandatory Residential Care Skill Set Units
- Current First Aid Certificate
- You must have and continue to hold a full Victorian Driver's Licence, a current employment Working With Children Check card and a clear National Police Check
- Current COVID-19 vaccination (including booster dose, as applicable)

POSITION ACCOUNTABILITIES

KEY RESPONSIBILITIES

- Participate in the therapeutic team working co-operatively
- Manage any challenging and confronting behaviours of the children and young people
- Utilise daily activities to assist each child in a way that promotes healing, emotional growth and development of positive experiences and life skills
- Pro-actively engage with the children and young people
- Develop a nurturing, positive relationship with children and young people during the course of daily activities
- Working respectfully and co-operatively with the children and young people's families including facilitating and supporting the child's contact with their family and friends according to the Best Interests Plan and the Individual planning
- Medication administration, as required
- Accurately update and maintain records for the children and management of the group home
- Operate and maintain the care household through a range of essential daily routines
- Undertake all mandatory training as required
- Participate in supervision, clinical reflection, training, meetings and Program Days as requested
- Ensure all administrative forms required by the agency in relation to your employment are completed in the correct timeframe.

HEALTH, SAFETY & WELLBEING

- Regular travel is required for this role
- Ensure compliance with the OH&S Act and VACCA policies.
- Contribute positively and proactively to team and organisation wide OH&S activities.

QUALITY & CONTINUOUS IMPROVEMENT

- Ensure compliance with legislation, contract and policy requirements in your day to day work to meet the organisation's audit, contract and registration obligations.
- Proactively apply your specialist knowledge in the review and maintenance of policies, systems and processes.
- Continue the development of a culturally strong and positive working environment using a continuous improvement approach.

OTHER

- Participate proactively in team project initiatives
- Support other team members in periods of high demand and during periods of absence.
- Participate in project groups and attend events
- Undertake other duties as directed

ADDITIONAL INFORMATION

We are committed to Aboriginal self-determination and supporting strong, safe, thriving Aboriginal communities and aim to ensure every individual is treated with dignity, honouring all cultural backgrounds, abilities, ethnicities, sexual orientations, gender identities and spiritual beliefs.

VACCA is a child-safe organisation and is committed to ensuring the safety and wellbeing of children and young people with zero tolerance for child abuse. All successful applicants will be required to undertake a National Police Record Check and Working with Children Check prior to commencement of employment and periodically following commencement.

VACCA is an equal opportunity employer and has a smoke-free workplace policy.

This position is designated under the Multiagency Risk Assessment and Management framework (MARAM) Identification (Tier 2) level which requires mandated MARAM Family Violence Screening & Identification training and VACCA MARAM Identification responsibilities.