



POSITION DESCRIPTION

Position	BUABAH Practitioner - Family Services	Position Number:	P10513
Reports to	Program Manager	Direct Reports	Nil
Status	Ongoing	Time Fraction	Full time
Award	SCHADS Level 5	Location:	VACCA Western Region

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.

POSITION SUMMARY

In an effort to promote thriving, connected families and reduce the need for Child Protection involvement in Aboriginal families' lives, the Bringing Up Aboriginal Babies at Home (BUABAH) model works to support families from early in gestation into early infancy.

The Bringing Up Aboriginal Babies at Home (BUABAH) Practitioner is part of the Family Services Team and works closely with an Aboriginal Early Years practitioner and specialist practice leads.

The role will work closely with the family, linking them with maternity and birth supports, key partners and stakeholders to provide a wraparound response to address the identified needs of the family. BUABAH practitioners will empower families to share their story their way, through the implementation of culturally appropriate and trauma informed engagement, information gathering, planning processes and ensuring the active involvement of families in decision making, promoting self-determination.

KEY RELATIONSHIPS

Internal: Wider Family Services Team, Program Manager, Aboriginal Early Years Practitioner, program staff in other divisions, other internal program areas.

External: Aboriginal families and community, Hospitals, Maternal and Child Health Services including Koori Maternity Services, The Orange Door, Child Protection, Housing, Family Violence, Mental Health, and AOD services.

KEY SELECTION CRITERIA

ESSENTIAL

- Demonstrated commitment and understanding for the values that underpin VACCA' vision and purpose.
- A well-developed understanding of the impact of colonisation, intergenerational trauma and other issues that impact on Aboriginal families, children, and young people, particularly those who are involved with Child Protection.
- An ability to work in a culturally respectful and competent manner, with Aboriginal families and communities, to ensure that cultural connections are fostered and maintained.
- Ability to apply evidence informed practice approaches including Cultural and Common Elements framework.
- Excellent communication, interpersonal and organisational skills including the ability to work with limited direction and within a small team
- In-depth understanding of pregnancy, birth and infancy and an ability to support families through these stages.
- Strong ability to develop trusting relationships with families, to set goals and work towards achieving them.
- Proven experience in working collaboratively with other organisations in partnership to achieve mutually agreed client/community outcomes.
- Demonstrated experience in supporting other staff (e.g Trainees, Support Workers, and Placement Students) through informed and constructive feedback and assisting them with cases where needed.

DESIRABLE

- Diploma qualification in Community Services, Social Work, Nursing and/or substantial experience in these fields.

REQUIREMENTS

- 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
- Ability to work flexible hours e.g. out of hours and on weekends as required by the role.

Please note: This is a female only position, classified under Section 12 Special Measures of the Equal Opportunity Act 2010.

POSITION ACCOUNTABILITIES

- Build relationships with mothers and fathers through active outreach and yarning and deep listening.

- Engage with family in any changes needed to promote the wellbeing of their unborn child and infant.
- Use straight talk and deliver tough love when necessary.
- Work to support and engage fathers in birth planning and in their role as a father.
- Work with parents to build strengths and skills including around daily living tasks.
- Support the family to build the caring network around them.
- Be guided by the family and support them to engage in Community events and cultural activities to strengthen their cultural connections
- Be astute to risks that might affect the mother, unborn child or infant, and consult with Team Leader and VACCA practice leads if concerns arise.
- Work with families to create a safety plan and take actions to address worries, assist families to shift towards strength, hope and resilience.
- Support the family with understanding and attending appointments, support building linkages with Hospital, prenatal and postnatal services.
- Provide resources, information, and support around planning for the birth and returning home with baby.
- Facilitate wraparound services through, communication, information sharing and collaboration across health and social care providers.
- Be alert to racism and take actions to challenge direct and systemic racism
- Promote systems change, empower families to ask questions and challenge judgements.
- Assist health professionals in their child safety role and advocate for pregnant women/ new parents in child protection matters.
- Empower families to share their stories through culturally sensitive engagement, through tools such as Footsteps to Our Future, and Child and Family Summaries, and involving them in decision-making at every phase.
- Ensure cultural safety and enable healing in spaces that families are most comfortable
- Maintain case notes which meet compliance requirements
- Participate in regular supervision with line manager, reflective practice as well as other forums and meetings such as community of practice across regions.

- RELATIONSHIP MANAGEMENT

Proactively engage and build relationships across VACCA and with external stakeholders

HEALTH, SAFETY & WELLBEING

- 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 Clearance 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) Intermediate (Tier 2) level which requires mandated MARAM Family Violence Intermediate Risk Assessment training and responsibilities.