POSITION DESCRIPTION

Position	Carer Transition and Cultural Practitioner	**Position Number**	P10901
Reports to	Team Leader - Foster Care	**Direct Reports**	Nil
Status	Fixed term-12 months	**Time Fraction**	Full time-38 hours
Award	SCHADS Level 4	**Location**	VACCA Chirnside Park

Please note: This is an Aboriginal and/or Torres Strait Islander designated position, classified under Section 12 Special Measures of the Equal Opportunity Act 2010. This employment opportunity is only available to Aboriginal and Torres Strait Islander people

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

There is a commitment between the Department of Families, Fairness and Housing (DFFH), Community Service Organisations (CSOs) and Aboriginal Community Controlled Organisations (ACCOs) to work toward the transition of Aboriginal children and families to Aboriginal Care (TAC).

Reporting to the Foster Care Team Leader, the Carer Transition and Cultural Practitioner will liaise with CSOs that have foster carers caring for Aboriginal children and support progress towards transitioning children and families to VACCA where appropriate. The position will support foster carers and Community Service Organisations to develop their cultural awareness, and the importance of connection to culture and community for the Aboriginal children in their care.

The position will also support carers to access culturally appropriate services, programs and community activities, building stronger cultural connections and improving outcomes for Aboriginal children and young people. gain a better understanding of the cultural support and services in the area, building better connections for the children in community.

KEY RELATIONSHIPS

Internal:	All VACCA programs including Cultural Programs, Care Services Teams, Lakidjeka, ACSASS, Statewide programs.
External:	Community Controlled Organisations, Families, Elders, Community, Aboriginal Community controlled Organisations, DFFH Child Protection.

KEY SELECTION CRITERIA

ESSENTIAL

- Demonstrated commitment and understanding for the values that underpin VACCA's vision and purpose
- Demonstrated experience in working and engaging with Aboriginal families and children and/or experience in the child and family sector.
- A sound understanding of Aboriginal culture, values, protocols, inter-generational factors and complex care services program, as well as the issues facing vulnerable Aboriginal people today
- Demonstrated ability to communicate in a clear, culturally appropriate, and respectful way with a range of stakeholders including agency staff, carers and Aboriginal services
- Demonstrated ability to build professional networks across a range of organisations and individuals to promote collaborative working groups that focus on meeting the best interests of vulnerable Aboriginal children and young people.
- Ability to educate and mentor carer families and support them to attend Aboriginal services, community events to develop and maintain appropriate relationships with the Aboriginal community.
- Demonstrated understanding of the cultural knowledge required to deliver effective, culturally safe, and responsive services for Aboriginal people within an integrated practice context.
- Capacity to work independently or as a member of a team

DESIRABLE

- Qualifications in Community Services and/or Social Work with industry experience is preferred

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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
- Current COVID-19 vaccination – strongly recommended

POSITION ACCOUNTABILITIES

KEY RESPONSIBILITIES

- Support home-based care case managers to access and navigate culturally appropriate supports in relation to children and young people's social and mental health and wellbeing.
- Liaise with DFFH, Lakidjeka and CSOs to identify Aboriginal children supported by CSOs in home-cased care and ensure that there is progress toward transitioning to VACCA.
- Liaise directly with carers of Aboriginal children in CSOs and discuss any barriers regarding transitioning to VACCA.

- Provide direct support for carers within CSOs that have made the decision to transition to VACCA and support them through that process.
- Deliver mentoring, coaching and training activities for all carers of Aboriginal children in home-based care.
- Build community relationships with a view to connect parents and carers with local Aboriginal community events and programs to support their connection, cultural knowledge and understanding.
- Support carers of children in OOHC, foster care and kinship care focussing on trauma-informed care.
- Collaborate with case managers to enable and equip carers to provide the best environment and support for children and young people in need.
- Maintain strong relationships with VACCA case managers to ensure streamlined support to families and carers.
- Provide an accessible cultural linkage to a range of events offered by VACCA and other ACCO's to ensure a strong community connection for families, carers and the child or young person in care.
- Prepare case notes, assessments and ensure data and reports are completed to the required time frames.
- Comply with VACCAs code of conduct and adopt and maintain the organisations values.
- Participate in regular supervision.

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.
- Support a positive team culture and contribute to the activities of the team through engagement at team meetings and within the tasks that are undertaken.
- Contribute to the team by providing support and assistance to peers.
- Develop and maintain effective relationships with key stakeholders including clients, families, community service organisations, relevant professionals, and government officials.
- Undertake regular supervision and performance review with line manager, proving feedback to promote collaborative working relationships.

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.

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.

VACCA is committed to reducing the impact and experiences of family violence for all community members by aligning to the Victorian Multi-Agency Risk Assessment and Management (MARAM) and Family Violence Information Sharing (FVISS) frameworks. All successful applicants will be required to complete foundational family violence and information sharing training.

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.