

POSITION DESCRIPTION

Position	Team Leader – Lakidjeka	Position Number	TBC
Reports to	Program Manager - Cultural Programs	Direct Reports	Up to 5
Status	Ongoing	Time Fraction	Full time (38 hrs pw)
Award	SCHADS Level 6	Location	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

Aboriginal self-determination – Live, Experience and Be.

OUR PURPOSE

Supporting culturally strong, safe and thriving Aboriginal communities.

POSITION SUMMARY

The Lakidjeka Aboriginal Child Specialist Advice Support Service (ACSASS) provides specialist advice and case consultation to Child Protection about culturally appropriate intervention in respect of all reports relating to alleged harm of children and significant decisions in all phases of child protection.

Reporting to the Program Manager the Team Leader is responsible for the management of the Lakidjeka program in the Eastern metropolitan region and is responsible for to engaging, guiding, supervising, and supporting staff in the delivery of a quality service.

The Team Leader will provide specialist advice and case consultation to Child Protection about culturally appropriate intervention in regarding all reports relating to alleged harm of children and significant decisions in all phases of Child Protection. To ensure and advocate for decisions that are in the best interests of the child, taking into account their connection to family and culture.

KEY RELATIONSHIPS

Internal: VACCA Early Intervention & Family Support, Aboriginal Family Led Decision Making, Care Services programs, Family Violence & Permanent Care

External: Department of Families, Fairness and Housing Services – Child Protection, Aboriginal Community Controlled Organisations, Community Service Organisations & Children's Court Victoria

KEY SELECTION CRITERIA

ESSENTIAL

- Demonstrated commitment and understanding for the values that underpin VACCA' vision and purpose.
- Sound knowledge and appreciation of Aboriginal societies, cultures, values and practices and an understanding of the issues affecting Aboriginal people in contemporary Australia and the diversity of circumstances of Aboriginal people.
- Understanding of issues related to Aboriginal child and family welfare and Child Protection Systems.
- Knowledge and demonstrated experience in applying Aboriginal Child Placement Principle.
- A strong understanding of child and adolescent development, intervention techniques and strategies related to the protection of children and young people from abuse and neglect.
- Ability to undertake team management, including monitoring, evaluation, and maintenance of standards.
- Demonstrated ability to build relationships and work collaboratively with external stakeholders such as Child Protection and other services to advocate for the best interests of the client.
- Ability to communicate effectively both oral and written, including consultation and liaising sensitively and effectively with a wide range of organisations including government departments (DFFH)
- Demonstrated leadership experience and ability to supervise and train staff.

DESIRABLE

- Understanding of the Children, Youth and Families Act, 2005 (Vic.) & Department of Families, fairness, and Housing Services (Protective Services) procedures and policies regarding case planning

REQUIREMENTS

- A relevant tertiary qualification in the field such as Social Work, Youth Work, Psychology or Community Services and/or extensive relevant experience, or a combination of experience, expertise, sufficient to perform the duties required.
- Preparedness to participate in an after-hours on call service.
- Ability to work flexible hours.
- Minimum 2 years of experience working in/with the Child Protection System.
- 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)

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POSITION ACCOUNTABILITIES

KEY RESPONSIBILITIES

- Provide independent consultation advice to Child Protection on the best ways of keeping children and young people safe. This advice will include the importance of strong connection to Aboriginal culture, community and family when making decisions in the best interest of the child.
- Manage the day-to-day operations of locally based ACSASS team including the direct supervision and support of staff.
- Report to a Program Manager as well as contribute to a larger state-wide ACSASS team.
- Liaise and develop several external working relationships with Child Protection, Aboriginal and non-Aboriginal services.
- Be responsible for the implementation and daily operation of a high quality Regional Lakidjeka ACSASS program.
- Provide direct supervision and support to Lakidjeka program staff.
- Manage a caseload, provide backup for staff and to be always available to caseworkers by email/mobile phone except when otherwise negotiated.
- Participate in case planning meetings, Aboriginal and family group conferences and other meetings involving Aboriginal children and their families.
- Advocate on behalf of Aboriginal children, families, and communities their issues when dealing with Child Protection and the welfare system.
- Ensure that statistics are collated, recorded, and monitored for the regional Lakidjeka program including quarterly reporting data.
- Be involved in the establishment, review and documentation of Policy, Procedures, Standard and practice models/frameworks.
- Closely liaise with DFFH Regional Offices to establish good working relationships and partnerships.
- Consult, negotiate and liaise with other Aboriginal and non-Aboriginal agencies and with government departments to ensure appropriate services are provided to Aboriginal children and families.
- Be involved in staff recruitment, training, and appraisals.
- Be aware of and familiar with current policies, legislation, programs, and practices in relation to child welfare.
- Participate in training sessions, team and staff meetings including supervisors and state-wide unit meetings.
- Provide professional education to Aboriginal and non-Aboriginal services and community education to Aboriginal communities regarding the role of Regional Lakidjeka Program.
- Undertake intra-state travel as required.
- Participate in the After-Hours roster.
- Ensure Aboriginal culture is embedded throughout all aspects of the program to ensure cultural safety in all activities.
- Be responsible for maintaining and updating knowledge in relation to relevant legislation, policies, processes, and templates, both internally and externally of the organisation.
- Guide staff within the program to embed relevant frameworks into their practices.

- Ensure individual and staff awareness and compliance to Client Services policies, including cyber safety, substance abuse in out-of-home care, responding to children and young people with trauma related behaviour, responding to problem sexual behaviour, restraint, and critical incidents.

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 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.