



## POSITION DESCRIPTION

<b>Position</b>	Better Futures – Community Connector Cultural Mentor	<b>Position Number</b>	TBC
<b>Reports to</b>	Team Leader	<b>Direct Reports</b>	Nil
<b>Status</b>	Fixed Term	<b>Time Fraction</b>	Part Time (0.8FTE)
<b>Award</b>	SCHADS 4	<b>Location</b>	Dandenong and BPA

**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 Better Futures Community Connector Cultural Mentor will sit within the Better Futures team, working alongside the Community Connector role. The role will be responsible for supporting the work the Community Connector is doing with young people through a cultural lens, engaging young people in conversations about their connection to culture and how this impacts their ability to enter into training or employment.

The Community Connector Mentor will play a key role in creating links between young people leaving care and their communities. They will support Better Futures workers as a secondary consult to create and foster community connections. This role will involve networking, building relationships, collaborating, and educating Southern and Bayside Metro service providers and the greater community.

## KEY RELATIONSHIPS

**Internal:** Better futures staff, Better futures clients, Care Services team including staff, volunteers and supervisors, Koorie Youth Program staff, VACCA Corporate Services Staff

**External:** Better Futures Community Connectors state-wide; Department of Families, Fairness and Housing (DFFH), Government funding bodies and contracting organisations, Training and educational organisations, service providers, advocates, and other support services, Community members, other stakeholders and service providers



## KEY SELECTION CRITERIA

### ESSENTIAL

- Demonstrated commitment and understanding for the values that underpin VACCA' vision and purpose
- 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
- Ability to communicate in a clear, culturally appropriate, and respectful way with a range of stakeholders including DFFH, agency staff and carers and Aboriginal services.
- Ability to engage and build and maintain connections with Aboriginal children and families using culturally sensitive, trauma-informed, strength-based approach.
- 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.
- Willingness to be proactive and help others, contribution to the continuous improvement of a positive, collaborative, and effective work environment.
- Ability to lead youth activities, mentoring and information sessions.
- Knowledge of the area.
- Exceptional writing abilities for creating professional case notes, assessments, and reports.
- Understanding and application of child-safe practices and effective risk management.
- Experience supporting young people dealing with backgrounds of trauma.
- Ability to navigate complex relationships and interactions with various stakeholders effectively.

### REQUIREMENTS

- A recognised Diploma of Community Services Work, or similar qualification which is studied over a minimum of two academic years of full-time study (or part time equivalent) or extensive equivalent experience.
- Relevant experience in relation to child protection and out-of-home care You must have and continue to hold a full Victorian Driver's Licence and a current employment working with children check card.

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## POSITION ACCOUNTABILITIES

### SERVICE DELIVERY



- To work collaboratively with the Community Connector to provide mentoring to the young people in the Better Futures program by, but not limited to:
  - o Contributing to the development, implementation and documentation of the Community Connections Directions Plan
  - o maintain mentoring relationships with Better Futures young people and promote their connection to Culture, community, sense of belonging and self-determination.
  - o Working collaboratively with the Community Connector link young people to opportunities within the community, and support connections for young people to move closer to their aspirations, goals, and dreams.
  - o To ensure the young people are provided with a culturally safe environment and services
  - o Actively support, encourage and maintain the development of positive relationships, networks and linkages with the young person's community and culture.
  - o Actively promote the establishment and maintenance of positive family relationships in accordance with the young person's wishes and as outlined in the care plan.
- To liaise effectively with relevant services and supports to create linkages and options for young people in the program.
- Stay informed about available resources and services for vulnerable young people and families.
- Work independently and within a team and participate in team meetings, training sessions and supervisions as required.

## ADMINISTRATION

- Contribute to Outcomes Reports detailing achievements and progress aligned with the community connections directions plan
- Maintain a good standard of electronic records in line with the case management systems and DFFH legislative and VACCA policy requirements including use of CRISSP and brokerage spending.
- Maintain accurate statistical data using data systems as required by VACCA and DFFH
- Participate in orientation and inductions, formal supervision, reflective practice, annual performance appraisals and professional development activities, in accordance with VACCA's supervision framework and related policies.
- Maintain a good working knowledge of resources and services available to vulnerable young people and their families.

## RELATIONSHIP MANAGEMENT

- Collaborate within a multidisciplinary care team, sharing individual skills and knowledge.
- Work co-operatively with other Government and non-Government agencies and with all relevant Aboriginal and non-Aboriginal stakeholders in maintaining an effective and responsive service delivery system for clients who are transitioning from state care to independence

## HEALTH, SAFETY & WELLBEING

- Ensure compliance with the OH&S Act and VACCA policies.
- 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.
- Support young people's best interests through any engagement with or in relation to them.
- 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, providing feedback to
- promote collaborative working relationships.
- 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 in order 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.
- Create and maintain risk assessments for Community Connector lead activities and mentoring activities.

## 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 from time to time.
- 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 responsibilities.