



POSITION DESCRIPTION

Position	Senior Practitioner – Aboriginal Family Preservation and Reunification Response		
Position Number	TBC	Reports to	Team Leader – AFPR
Direct Reports	Nil	Status	Ongoing
Time Fraction	Full time	Location	Frankston / Dandenong
Award	SCHADS Level 5		

OUR VISION

Aboriginal self-determination – Live, Experience and Be.

OUR PURPOSE

Supporting culturally strong, safe, and thriving Aboriginal communities.

POSITION SUMMARY

As part of the Child and Family Services team, Aboriginal Family Preservation and Reunification Response (AFPR) program offers intensive initial intervention and a sustained service support aimed at preventing at-risk Aboriginal children from entering care. The teams core aim is to prevent removal of children from homes and aid children who have recently been placed in out-of-home care in being reunified with their families.

The primary responsibility of AFPR Practitioners is to actively engage with Aboriginal families with children and young people, aiding them in fostering a safe and healthy family environment. The practitioner works with existing services, providing an enhanced continuum of care statewide. The AFPR Practitioners are integral members of a small cohesive team under the leadership of the AFPR Response Team Leader.

KEY RELATIONSHIPS

Internal: VACCA staff and community, including all client support services

External: Aboriginal families and community, Child Protection and Child Protection Navigator, Government departments and services, childcare and schools, Aboriginal Community Controlled Organisations (ACCO's), other community service organisations and agencies.

KEY SELECTION CRITERIA

To be successful in this role you will be able to demonstrate:

- Commitment to and understanding of the values that underpin VACCA' vision and purpose.
- Awareness and appreciation of Aboriginal societies and cultures, along with awareness of the key issues which impact upon Aboriginal communities, and commitment to continually build knowledge in this area.
- Ability to build strong relationships with clients in a culturally respectful and competent manner.
- Sound understanding of the issues that impact Aboriginal families, children, and young people, particularly those involved in Child Protection.
- Strong knowledge and understanding of child development and family dynamics, including attachment theories, intergenerational and personal trauma.
- Experience in applying and implementing risk assessment frameworks, service responses and strengths-based interventions when working with vulnerable families.
- Excellent and culturally respectful communication and interpersonal skills when supporting and engaging with families, children, and young people.
- Ability to produce high quality and accurate work both on independent task and when collaborating within a team.

ADDITIONAL CRITERIA FOR SENIOR ABORIGINAL FAMILY PRESERVATION AND REUNIFICATION RESPONSE PRACTITIONER:

- Ability to mentor other case workers and experience in supporting parents and their children through complex issues and crises and understanding the evidence informed practice approaches requirements of the program.
- Capacity to assist the AFPR Team Leader with duties as directed.

QUALIFICATION

- Certificate, Diploma or Degree qualification in Community Services, Social Worker and/or substantial experience in these fields is desirable
- A minimum 3-5yrs experience as a Practitioner in a relevant field that supports an understanding of child development and family functioning including theories of attachment, intergenerational and personal trauma as well as relevant risk assessment frameworks, service responses and interventions in working with vulnerable families.

REQUIREMENTS

- Current employment Working with Children Check Card
- Obtain a clear outcome of a Police Check
- You must hold and continue to hold a full Australian Driver's Licence
- Ability to work outside of standard work hours such as weekends (as required)

POSITION ACCOUNTABILITIES

The AFPR Practitioner's responsibilities include:



- Offering an innovative, intensive outreach family support service to children or young people and their families using creative, evidence-based intervention techniques.
- Managing and maintaining accurate case records electronically and in writing per DHHS and VACCA policies.
- Undertake accurate record keeping, including case notes, completed forms and reports as required according to program guidelines and agency registration obligations.
- Coordinating with various stakeholders, including VACCA programs, Child Protection, regional ACCOs, Alliance partners, MCH services, and Community Service Organisations to develop and provide client support.
- Participating in referral meetings with Child Protection.
- Organising family case conferences (as agreed) to establish joint case plan roles and responsibilities.
- Forming and leading care teams.
- Proactively engaging families through an intensive therapeutic, evidence-informed approach.
- Providing culturally sensitive service responses with a focus on healing.
- Offering practical, emotional support, advocacy, coaching, skill-building, and access to social and economic resources.
- Provision of flexible funding.
- Escalating concerns regarding child safety to Child Protection practitioners.
- Providing court and reporting evidence as needed.
- Managing transitions and touchpoints as families become more self-sufficient.
- To support the Team Leader with development and mentoring of practitioners, implementation of annual performance goals and identifying training opportunities.
- Assisting the AFPR Response Team Leader with additional duties as directed.
- Delivering/Conducting group-based support programs.

OTHER

- All staff employed within Response teams will be required to participate in training to understand and apply evidence informed practice approaches including Aboriginal Practice Modules and Common Elements.
- The core hours for the Response are 7am to 7pm, Monday to Friday. You will work flexibly within this bandwidth, in negotiation with your team leader.

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



VACCA
Connected by culture

- 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.

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.