



POSITION DESCRIPTION

Position	Strengthening Cultural Safety Project Lead	Position Number	Wst218
Reports to	Program Manager	Direct Reports	Nil
Status	Fixed Term-until end June 2025	Time Fraction	Part Time (0.6)
Award	SCHADS 6	Location	Western region

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 Strengthening Cultural Safety Project Lead will work in close partnership with relative stakeholders, with an aim to create Culturally safe environments for Aboriginal staff in the Orange Door sites and Aboriginal women, men, young people, children, and their families' accessing services.

This role will also include delivering Strengthening Cultural safety training, leading the Strengthening Cultural Safety assessment and action planning process alongside Hub Leadership Group/ Operations Hub Leadership Group while liaising with the Aboriginal Advisory Group for additional recommendations and leading the Strengthening Cultural Safety discussions with The Orange Door staff at all levels.

The role will be required to actively engage with the Strengthening Cultural safety State-wide Coordinator, and the state-wide network through Communities of Practice (CoP) and "train the trainer" sessions, where the state-wide network share and learn to deliver the Strengthening Cultural Safety four training modules.

KEY RELATIONSHIPS

Internal: Program Managers, Team Leaders, Strengthening Cultural Safety State-wide Coordinator, Staff within and associated with Orange Door.



External: Aboriginal Advisory Group, Strengthening Cultural Safety Project Leads through Communities of Practice (CoP)

KEY SELECTION CRITERIA

ESSENTIAL

- Demonstrated commitment and understanding for the values that underpin VACCA' vision and purpose
- An awareness of family violence issues and the impacts on Aboriginal women, men, young people, children and their families.
- An awareness of the functions of The Orange Door, including any MARAM, FVISS & CISS training you have received.
- Ability and willingness to lead and deliver training and facilitate strong Cultural discussions with staff working in the Orange Doors at all levels, while building and maintaining relationships, to influence and promote strengthening Culturally safe environments and practices.
- Demonstrated experience in working both individually, and collaboratively as part of a broader team, including sharing of knowledge, resources, promoting peer support and being open to feedback and learning.
- Commitment to learning and sharing local Aboriginal history and Culture and promoting Culture as a healing and protective factor for Aboriginal families.
- Ability to deliver projects, lead group work, consultation, produce reports and use of programs such as Microsoft Teams, zoom and PowerPoint.

DESIRABLE

- A relevant qualification (preferably a diploma or degree or equivalent in Social Work, Social Welfare Sector) or minimum 5 years of professional practice experience in family violence services, child and family services, early intervention and or broader social services

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 (including booster dose, as applicable)

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POSITION ACCOUNTABILITIES



KEY RESPONSIBILITIES

- Engage with the Strengthening Cultural Safety State-wide Coordinator through a Communities of Practice, train the trainer program
- Deliver Strengthening Cultural Safety training to all staff in their local Orange Door network and/or identify with the support of the state-wide coordinator an alternative facilitator or co-facilitator support the delivery of this training.
- Contribute to the state-wide network of Strengthening Cultural Safety project leads
- Engage with Aboriginal Advisory Group to determine their role in this project.
- Support the localisation of training, to reflect local communities, their histories and Cultures.
- Lead and facilitate the Cultural Safety assessment and action planning process alongside Hub Leadership Group/ Operations Leadership Group. This will involve leading dedicated Strengthening Cultural Safety assessment and planning workshops

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.

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) Comprehensive (Tier 1) level which requires mandated MARAM Family Violence Comprehensive Risk Assessment training and responsibilities.