



POSITION DESCRIPTION

Position	Team Leader AFPRR	Position Number	TBC
Reports to	Family Services Program Manager	Direct Reports	Up to 6
Status	Permanent	Time Fraction	Full time
Award	SCHCDSI Level 6	Location	Chirnside Park

OUR VISION

Aboriginal self-determination – Live, Experience and Be.

OUR PURPOSE

Supporting culturally strong, safe and thriving Aboriginal communities.

POSITION SUMMARY

The Team Leader is responsible of overseeing the program delivery of the Aboriginal Family Preservation and Reunification Response (AFPRR). This role provides leadership, case direction and support to a small team of AFPR Case Managers to provide innovative, intensive wrap around outreach family support service to Aboriginal Children and their families in East Metro region.

AFPR is delivered through creative strengths-based evidence informed intervention strategies, conducting outreach through home visits, contributing to risk assessments, and facilitating referrals to other VACCA programs or external agencies as required. The aim of this response support is to work towards preservation of Aboriginal children at risk of entering OOHC care and safe reunification of Aboriginal children who are in OOHC with their families where possible. All children in our program are most involved with the Child Protection system at the time of entry into the AFPR response program.

KEY RELATIONSHIPS

Internal: All East VACCA teams including VACCA staff based at The Orange Door; Continuous Quality Improvement; Client Practice Management Team; broader VACCA support services

External: Government Departments (including DFFH, FSV, CP), health professionals, schools, other Aboriginal Community Controlled Organisations (ACCOs), other Community Service organisations

KEY SELECTION CRITERIA



ESSENTIAL

- Demonstrated understanding of, and commitment to, the values that underpin VACCA' vision and purpose and the capacity to take a leadership role in championing these internally and externally
- 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.
- Demonstrated experience in working with Aboriginal families and children.
- Good understanding of the Family Violence and Child Protection sectors, including working knowledge of comprehensive risks assessments such as MARAM.
- Understanding of relevant legislation, policies, and practice frameworks.
- Relevant work experience supporting child development, family functioning, trauma theories, comprehensive risk assessment, and service interventions for vulnerable children and their families.
- Experience in team leading case managers in the human services sector or related services and providing professional supervision.
- Experience with coaching, mentoring and support professional development for case managers.
- Experience with reviewing program documents (e.g. assessments, care plans, MARAMS, and Case notes) completed by case managers and ensuring all documents meet audit standard requirements. Also, ability to contribute ideas of continuous improvement of quality documentation.
- Leadership and management experience in program implementation, managing funded targets, completing required performance reporting and brokerage tracking.
- Strong organisational, interpersonal, and communication skills for effective collaboration with various stakeholders, including ACCOs, Elders and CBOs.
- Capacity to work under pressure and make professional judgments.

QUALIFICATIONS

- The successful applicant will be required to hold a tertiary qualification in social work, youth work, psychology or a related discipline and have more than one year relevant experience in supporting case managers to deliver an outreach service to vulnerable families, preferably in child and family services or family violence sector.

REQUIREMENTS

- You must have and continue to hold a full Victorian Driver's Licence and a current employment working with children check card and undergo a Police check
- Current COVID-19 vaccination (minimum two doses plus booster)

Note:

All staff employed withing response teams will be required to participate in training to understand and apply evidence informed practice approaches including Aboriginal Practice Modules and Common Elements.

POSITION ACCOUNTABILITIES



The AFPRR Team Leader is responsible for:

- Providing leadership to a team of case managers to deliver a holistic, evidence-based and trauma-informed outreach parenting support services to vulnerable families engaged in the AFPRR program.
- Coaching and mentoring case managers in their day-to-day practice, including providing regular professional supervision and supporting their professional skills development.
- Ability to work collaboratively within a multidisciplinary team and contribute through individual skills and knowledge of the sector.
- Playing a key role in providing culturally safe support, guidance, and direction of service delivery to the case management team.
- Supporting case managers in their comprehensive assessments of risks, including MARAM and in case planning interventions to meet the needs identified with families.
- Supporting staff's understanding of risk assessments and risk management, including how to navigate the complexities of the service system.
- Supporting staff to understand legislative and compliance requirements in their roles.
- Ensuring that all actions and decisions prioritize the best interests of the child and deliver culturally responsive, strength-based, evidence-based, and trauma-informed services to families.
- Developing a strong understanding of AFPRR requirements, utilizing evidence-informed approaches, and participating in an external program evaluation.
- Ensuring that AFPR case managers are familiar with and adhere to relevant VACCA policies.
- Collaborating with a variety of VACCA services, Child Protection, external service providers, and Community Service Organisations.
- Prioritising and delegating tasks, considering community, organisational, team, and stakeholder priorities.
- Communicating clear, culturally appropriate, and respectful messages to staff, clients, and community members.
- Preparing accurate documents of required data and reports, including monthly performance targets, brokerage tracking and other reports as needed.
- Implementing organisational policies and procedures to address incidents and problems, assisting team members in developing culturally appropriate solutions.
- Always modelling professional conduct including interpersonal skills, self-awareness, self-management, wellbeing practices and community/cultural awareness.
- Managing risk, reporting mitigation strategies, and recommending improvements.

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.



VACCA
Connected by culture

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