



POSITION DESCRIPTION

Position	Child and Family Cultural Therapeutic Specialist	Position Number	new
Reports to	SPM -Care Services	Direct Reports	nil
Status	30 June 2025	Time Fraction	Full time
Award	SCHADS Level 8	Location	VACCA Dandenong

OUR VISION

Aboriginal self-determination – Live, Experience and Be.

OUR PURPOSE

Supporting culturally strong, safe and thriving Aboriginal communities.

POSITION SUMMARY

The position will provide culturally responsive practices to children and young people, assessing risk and needs for the infant, child, young person and family and supporting interventions for infants, children and young people and families accessing the services

Working collaboratively with Anglicare Victoria Out of Home Care (OOHC) Child and Family Therapeutic Specialist the role will engage with children, young people and their families to ensure that their experiences and voices are heard in line with VACCA's Cultural Therapeutic Ways to inform

The role will be located at the VACCA Southern Office in Dandenong

KEY RELATIONSHIPS

Internal: Southern VACCA Care Services, Family Services, Family Violence and Management Team including those engaged in other regional services and programs, Aboriginal Children Healing Team (ACHT)

External: Anglicare Victoria, DFFH, Child Protection, Aboriginal Community Controlled Organisations, Community Service Organisations and other Victorian Government and mainstream agencies as required.

KEY SELECTION CRITERIA

ESSENTIAL



- Demonstrated commitment and understanding for the values that underpin VACCA' vision and purpose
- Awareness and appreciation of Aboriginal societies and cultures and an understanding of the issues affecting Aboriginal people in contemporary Australia and the diversity of circumstances of Aboriginal people
- Practice experience in the Child and Family sector or other relevant field, specifically with Aboriginal children and families
- Extensive knowledge of the relevant practice theories including as trauma informed practice, culturally therapeutic practice, Self-Determination and how these work in practice
- Ability to conduct file review and create a comprehensive therapeutic assessment including analysis, formulations, and also recommendations for care of children and the young person with a cultural lens and in accordance with the principles of Cultural Therapeutic Ways
- Demonstrated ability to provide direct client work with children, young people and families using the principle of Cultural Therapeutic Ways in conjunction with relevant approaches that underpin case work practices with families.
- An awareness and understanding of risks to children, young people and their families and how to ensure a culturally therapeutic approach to complex and high-risk cases
- Culturally strong understandings of child development, the impact of trauma and the ability to respond therapeutically to Aboriginal children, young people and families.
- Knowledge and experience in the child protection and Out-of-Home Care systems, including relevant legislative and statutory provisions and framework, compliance requirements and principles.
- Highly developed interpersonal skills including an ability to work collaboratively with other specialists and stakeholders internally and externally
- An understanding of the importance of working holistically in the secondary consultation space to ensure the best interests of the child

DESIRABLE

- Experience working in Aboriginal led organisations and/or child protection or a children's mental health service will be highly regarded

REQUIREMENTS

- A relevant tertiary qualification in Bachelor or Master of Psychology, Social Work, Family Therapy or Occupational Therapy and eligibility for registration with the applicable professional association and post graduate qualifications with substantive relevant experience,
- 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)

POSITION ACCOUNTABILITIES

KEY RESPONSIBILITIES



- Participate in highly complex family assessments that identify the health, therapeutic, wellbeing and safety needs of the family involved with out services that focus on identifying the capacity and constraints of the families to make necessary changes.
- With a cultural lens assess the therapeutic needs and strengths of the child or young person and their families and contribute to the consolidated assessment and plan
- Using cultural therapeutic ways framework, provide individual therapeutic support and interventions for children or young people and families in conjunction with a range of evidence based therapeutic models and frameworks.
- Provide secondary consultations to Care Services staff and managers across the Southern region.
- Provide expert advice on complex or high-risk cases where required (including in collaboration with other leadership and specialist staff such as other Practice Leads, Specialist Disability Practitioners, or the Aboriginal Children's Healing Team where relevant)
- Champion CTW and best practice, Aboriginal-led approaches to supporting children and families.
- Keep up with of best practice approaches and models in the Out of Home Care Services sector, particularly those specific to working with Aboriginal families.
- Contribute to the development and maintenance of a learning environment and cohesive multi-disciplinary team across the consortium, through staff meetings, team meetings, employee development, supervision and reflective practice.

ADMINISTRATIVE

- Contribute to the collection and reporting of data, prepare reports, and contribute to the organisation's strategic direction, quality systems and practice.
- Fulfil and adhere to the program obligations regarding case load requirements, guidelines, targets, case recording, statistics and other data collection and funding expectations
- Conduct file and case note audits.
- Check all court reports and case plan reports for all cases before they are submitted
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RELATIONSHIP MANAGEMENT

- Develop good working relationships and work within a collaborative care team approach with consortium partners including Anglicare Out of Home Care Child and Family Therapeutic Specialists and other partnership positions
- Establish and maintain positive and effective working relationships with children, parents extended family and the Aboriginal Community.
- Consult, network, negotiate and liaise with government and non-government sector agencies and community groups on a range of issues that contribute to service delivery

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.