



## POSITION DESCRIPTION

<b>Position</b>	Senior Practitioner– Aboriginal Family Preservation and Reunification Response		
<b>Reports to</b>	Team Leader – Aboriginal Family Preservation and Response		
<b>Position Number</b>	XXXX	<b>Time Fraction</b>	Full time
<b>Direct Reports</b>	Nil	<b>Location</b>	Dandenong
<b>Status</b>	Fixed Term	<b>Award</b>	SCHADS Level 5

## OUR VISION

Aboriginal self-determination – Live, Experience and Be.

## OUR PURPOSE

Supporting culturally strong, safe and thriving Aboriginal communities.

## POSITION SUMMARY

The role of the Aboriginal Family Preservation and Reunification Response Practitioners is responsible for providing and innovative, intensive wrap around outreach family support service to children or young people in engaging and supporting their families and the children themselves via creative strengths-based evidence informed intervention strategies, conducting outreach and home visits, contributing to risk assessments and facilitating referrals to other VACCA programs or external agencies as required.

The role will liaise with a range of VACCA programs, Child Protection, external service providers and Community Service Organisations develop plans and engage appropriate support for clients. The role entails some after hours and weekend work as required.

## KEY RELATIONSHIPS

**Internal:** All client support services including Lakidjeka Aboriginal Specialist Support and Advice Service (ACSASS), Aboriginal Children’s Healing Team, Integrated Family Services, Cradle to Kinder Program, Family Violence therapeutic supports (counselling and groups), Playgroups, ALFDM, Emergency Relief, etc.

**External:** Aboriginal families and community, Child Protection and Child Protection Navigator, Aboriginal organisations, Community Service organisations, health and housing services, childcare, kinder, primary and secondary schools, family violence services, counselling



services, emergency relief services, Orange Door (Hub), other community service agencies, etc

## KEY SELECTION CRITERIA

### ESSENTIAL

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

- Demonstrated understanding of, and commitment to, 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.
- An ability to work in a culturally respectful and competent manner, with Aboriginal young people, their families and communities, to ensure that cultural connections are fostered and maintained.
- A well-developed understanding of issues that impact on Aboriginal families, children and young people, particularly those who are involved with Child Protection
- Sound knowledge of and experience with implementing strengths-based interventions
- Excellent communication and interpersonal skills and ability to support families, children and young people to set goals and work towards achieving goals.
- Sound organisational of and planning skills including the ability to work independently and within a small team and maintain up to date case notes.
- Ability to develop and maintain working relationships with external services including Child Protection to optimise support for families to meet their goals.
- 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.
- Ability to work out of hours.

### REQUIREMENTS

- 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.
- You must have and continue to hold a full Victorian Driver's Licence and a current employment working with children check card.
- Current COVID-19 vaccinations

### POSITION ACCOUNTABILITIES



## DIRECT SERVICE DELIVERY

- Undertake outreach work.
- Ensure that all clients receive a culturally appropriate and timely response to requests for service.
- Ensure that all clients have their rights explained to them and understand what VACCA's service can offer them
- Conduct ongoing risk assessments, identifying potential for harm and protective factors, and where appropriate implement risk management strategies.
- Utilise relevant evidence informed, strengths-based and trauma informed intervention strategies to engage at risk families.
- Advocate on behalf of clients to ensure agency referrals are completed and appropriate support provided.
- To support the Team Leader with development and mentoring of practitioners, implementation of annual performance goals and identifying training opportunities.

## ADMINISTRATION

- Undertake accurate record keeping, including case notes, completed forms and reports as required according to program guidelines and agency registration obligations.;
- Complete case management and maintenance of client files in line with legislative and policy requirements.
- Maintain accurate statistical data using organisations current data systems as required by VACCA and Department of Health and Human Services.
- Attend regular training, team meetings and other forums as required.
- Participate in training to understand and apply evidence informed practice approaches including Aboriginal Practice Modules and Common Elements.
- Assist the AFPR Team Leader with duties as directed.

## RELATIONSHIP MANAGEMENT

- Develop and maintain co-operative working relationships with external agencies and providers to optimise client service delivery and referral .

## 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.



**VACCA**  
Connected by culture

- 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 responsibilities.