



POSITION DESCRIPTION

Position	Aboriginal Early Years Practitioner	Position Number	TBC
Reports to	Team Leader - Family Services	Direct Reports	Nil
Status	Ongoing	Time Fraction	Full time
Award	SCHADS 5	Location	

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 Aboriginal Early Years Practitioner will support Family Services and BUABAH staff, through case related consultation, educational materials and / or workshops around Aboriginal Early Years topics and in their work with the early years' cohort.

The role entails working directly with some families to strengthen parenting skills and capacity of parents and carers, promoting child safety and stability, and creating opportunities for families to strengthen cultural connection.

VACCA has an agreement with Queen Elizabeth Centre to provide the Aboriginal Early Years Practitioner with a suite of training specific to this work, and to provide clinical supervision.

The Aboriginal Early Years Practitioner is part of a multidisciplinary team of qualified and experienced staff from a range of professional backgrounds who support Aboriginal people and their families who are referred to the AFPRR/Family Services Program.

Within the Family Services Program the Bringing Up Aboriginal Babies At Home (BUABAH) is a small-scale model which focuses on supporting families from 16 weeks in pregnancy, through birthing and support up to 6 months after the birth. The model was originally a philanthropically funded pilot program, developed in collaboration with, and evaluated by the University of Melbourne.



KEY RELATIONSHIPS

Internal: VACCA Team Leaders, Program Manager, family services program staff, playgroup and KFFE staff and other internal program areas.

External: Aboriginal families and community, Hospitals and Maternity services, Child Protection, QEC, Maternal and Child Health and local ACCO's etc.

KEY SELECTION CRITERIA

ESSENTIAL

- Demonstrated commitment and understanding of the values that underpin VACCA' vision and purpose
- An ability to work in a Culturally respectful and competent manner, with Aboriginal families, and communities, to ensure that Cultural connections are fostered and maintained
- A well-developed understanding of the impact of colonisation, intergenerational trauma and other issues on Aboriginal families, children, and young people, particularly those who are involved with Child Protection.
- In-depth understanding of pregnancy, birth, infancy and early years and a demonstrated ability to support staff in their practice working with these cohorts.
- Experience in working with families in pregnancy, with infants and young children, using a strengths-based approach.
- Excellent communication, interpersonal and organisational skills including the ability to work independently and within an integrated team and maintain up to date case notes.
- Strong ability to develop trusting relationships with families and children, and provide skills development in a way that promotes families self determination
- Proven experience in working collaboratively with other organisations in partnership to achieve mutually agreed outcomes
- Demonstrated experience in supporting other staff (e.g Trainees, Support Workers, and Placement Students) through informed and constructive feedback and assisting them with cases where needed

QUALIFICATIONS

- Qualification and experience in Early childhood development, Infant Mental Health, Nursing, Social work or other relevant training and qualification and demonstrated knowledge and experience is required.

REQUIREMENTS

- You must have and continue to hold a full Victorian Driver's Licence and a current employment working with children clearance card.
- Ability to work flexible hours e.g. out of hours and on weekends as required by the role.



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POSITION ACCOUNTABILITIES

The Aboriginal Early Years practitioner will;

- Support Family Services, inclusive of BUABAH staff, around Aboriginal Early Years topics and in their work with the early years and pre-birth cohort, including strategies to:
 - o Encourage child play and optimise child development
 - o Promote child safety and stability
 - o Strengthen parenting capacity
 - o Strengthen parent/carers' communication and problem-solving skills
 - o Strengthen attachment and bonding between the baby and their parent/s
 - o Establish and maintain routines for the baby, including feeding and sleep
 - o Create opportunities that strengthen cultural connection
- Work directly with some families, relationally engaging with mothers and fathers, engaging the family in strengthening their parenting skills, by providing up to 10 semi structured sessions with families
- Facilitate group work with families as necessary and capacity allows.
- Work to include fathers and empower them in their role wherever possible.
- Facilitate sessions with BUABAH practitioners focused on strengthening Culturally safe practice
- Participate in community education and community development strategies that strengthen parenting capacity
- Be astute to risks that might affect the mother, unborn child or infant, consulting with VACCA Team Leader and practice leads if worries arise. Working with the family's allocated practitioner, support safety planning and take actions to address child and family safety and wellbeing concerns as necessary.
- Ensure Cultural safety and enable healing in spaces that families are most comfortable in, such as in their homes, on Country and in their local communities.
- Participate in reflective practice as well as regular supervision with line Manager and identified clinical supervisor.

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 responsibilities.