



POSITION DESCRIPTION

Position	Culturally Therapeutic Practice Leader	Position Number	P10047
Reports to	Principal Practitioner	Direct Reports	N/A
Status	Permanent	Time Fraction	Full Time
Award	SCHADS Level 7-8 <i>per experience</i>	Location	Preston

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 Office of the Principal Practitioner is a team of specialist and therapeutic practice lead positions that provide a focal point for the promotion and encouragement of culturally informed best practice broadly across VACCA, as well as providing guidance in relation to specific cases.

This is a dynamic role situated within the Office of the Principal Practitioner. The role will be responsible to undertake a diverse range of work to enhance service practice across the organisation, in particular, leading the implementation of VACCA's Cultural Therapeutic Ways (CTW) Practice Framework: our work, our way.

This requires someone who can facilitate a planned and collaborative approach with all other areas of the organisation and provide guidance on best practice and approach to implementation.

KEY RELATIONSHIPS

Internal: Learning and Development Team, VACCA leadership, VACCA regions and client services staff, CTW team, practice leaders

External: Government departments, Aboriginal Community Controlled Organisations (ACCOs), other child and family welfare services.



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
- An ability to translate and adapt mainstream practice models to a ACCO context
- Experience developing and implementing projects within assigned timeframes, deadline and budgets
- 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
- An awareness and understanding of risks to children, young people and their families and how to keep a culturally therapeutic approach to complex and high-risk cases

REQUIREMENTS

- A tertiary qualification in Social Work, Psychology, Community Services or equivalent qualifications (or willing to obtain) and extensive relevant experience OR a combination of experience, expertise and competence sufficient to perform the duties required
- You must have and continue to hold a full Victorian Driver's Licence, Police Check and a current employment working with children check card.

POSITION ACCOUNTABILITIES

PRACTICE LEADERSHIP

- Implement and embed Cultural Therapeutic Ways Practice Framework into practice across VACCA, which includes training and development of training packages if required
- Developing quality written materials, including staff resources, training content, reports, presentations, and communications materials
- Lead reflective practice sessions with program managers, team leaders and practitioners on current agency practice and establish a centralised body of best practice across VACCA
- Work collaboratively with Executive Manager, Program Managers, Team leaders and staff
- Engagement and relationship building across VACCA program steams and specialist services
- Provide secondary consultations to support staff to embed CTW into their practice



- Contribute to the development of resources such as program manuals, practice and data collection tools to support client services to embed CTW into practice
- Contribute to the design, development and facilitation of training and professional development programs across client services
- Support system and service improvement through individual mentoring, training and project work
- Support and lead facilitation of working groups where required i.e. if needing to update the practice framework
- Represent VACCA at meetings, liaise with and provide and seek advice from internal and external stakeholders

RELATIONSHIP MANAGEMENT

- Proactively engage and build relationships across VACCA and with external stakeholders

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

- Generate general and specific communication to stakeholders via effective and timely use of Staff Bulletin, intranet, forums and other opportunities as they arise.
- Participate proactively in team project initiatives
- Support other team members in periods of high demand and during periods of absence.
- 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) Intermediate (Tier 2) level which requires mandated MARAM Family Violence Brief and Intermediate Risk Assessment training and responsibilities.