



VACCA
Connected by culture

POSITION DESCRIPTION

Position	Kinship Case Worker
Reports to	Team Leader
Direct Reports	NA
Status	Full time, Ongoing
Location	Southern region (Dandenong)

BACKGROUND

The Victorian Aboriginal Child Care Agency (VACCA) is the largest organization of its kind in Australia. VACCA is an Aboriginal community-controlled organization that supports and advocates for the Aboriginal community. Our strength lies with our people. Our team is committed to the organisation's vision and values; advocates for our children and other vulnerable community members; and shows respect for, observance and compliance with Aboriginal cultural protocols, practice and ceremony. Our Aboriginality is what distinguishes us from mainstream services and what enables us to deliver the positive outcomes we achieve for our people.

VACCA employs over 800 staff and delivers more than 70 programs across the state. VACCA's experience and expertise in the delivery of therapeutic interventions are underpinned by culture, connection, and healing. VACCA designs, develops and delivers programs with self-determination and an understanding that the intergenerational trauma experienced by our community requires intergenerational and community healing.

Central to VACCA's work is the importance of connection to family, community and culture as essential to Aboriginal children's safety, stability and ensuring that they have an ongoing sense of belonging. As Victoria's largest Aboriginal child welfare agency, VACCA will play a key role in the process of transitioning the care and case management of Aboriginal children from government and non-Aboriginal organisations to Aboriginal community-controlled organisations following the recent decision of the Victorian Government.

VACCA is implementing cultural therapeutic ways which is an agency wide framework that underpins our work with the community, our clients and staff.

OUR VISION

Aboriginal self-determination - Live, Experience and Be.

OUR PURPOSE



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Supporting culturally strong, safe and thriving Aboriginal communities.

PROGRAM AREA

The VACCA Aboriginal Kinship Care Program is delivered across the Melbourne metropolitan area. The Preston office covers the Northern region, the Dandenong office covers the Southern region, and the Ringwood office covers the Eastern region.

The Aboriginal Kinship Care Program has four components ranging from working with children who have no involvement with the Child Protection program to those children who are on long term protective orders.

The program aims to support the family members of Aboriginal children who are caring for their family's children and to ensure that the children's needs are being met. Where a child is placed with a non-Aboriginal family member, the aim is to assist the carer to provide a culturally safe, nurturing and healing home environment for the children, culturally therapeutic approach. The child's Aboriginal identity, rights and connection to their family, land, and community are privileged

POSITION SUMMARY

There are four components to the Northern Aboriginal Kinship Care Program which are:

- Information and Advice Service which provides information to Kinship Care carers and takes any inquiries about kinship care
- Cultural Connections Service which provides cultural support and connection to non-Aboriginal or Aboriginal carers and children in their care
- Case Contracted Service which involves VACCA assuming full case management of children on protective orders and who is placed long-term with their extended families

KEY RELATIONSHIPS

Internal: VACCA Staff

External: Child Protection DHHS and other government departments, health professionals, schools, Early Years providers, other Aboriginal organizations and services, Community Service Organizations

KEY SELECTION CRITERIA

- Demonstrated understanding of, and commitment to, the values that underpin VACCA' vision and purpose and the capacity to undertake a 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
- Ability to engage and relate to children and families who are traumatised and have suffered loss and grief.
- Demonstrated knowledge and practice experience in the child welfare field.



- Ability to provide case management services to clients and to undertake assessments of carers.
- Excellent oral and written skills, with the ability to write reports, including Incident Reports and Court Reports.
- Ability to work effectively in a team, and independently as required.
- Strong computer skills with ability to learn the CRIS client data systems.
- Ability to advocate for Aboriginal children and to work co-operatively with child protection workers, school personnel, counsellors and other service providers.
- A willingness to participate in training and supervision as requested

QUALIFICATION

- Certificate, Diploma or Degree qualification in Community Services, Social Worker and/or substantial experience in these fields is desirable

REQUIREMENTS

- 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

- Provide ongoing support to carers and children involved in statutory kinship care placements.
- Regularly visit the children in kinship care placements.
- Identify the training and support needs of kinship carers, particularly non-Aboriginal kinship carers in terms of their cultural competence and connection to the Aboriginal community.
- Provide cultural information and support to non-Aboriginal kinship carers.
- Manage and supervise regular family contacts in kinship care placements and their parents or other family members.
- Identify children's needs using the Looking After Children framework and the resources needed to meet these needs as well as completing LAC documentation.
- Fulfil responsibilities associated with Case Contracts by completing quarterly reports, court reports and Best Interests Draft Case plan reports for each allocated child in a kinship care placement
- Provide accurate information to update and maintain client data on CRIS electronic data systems.
- Complete Carer Assessments, Carer Placement reviews and Permanent Care Assessments as required.
- Participate in regular supervision, training and meetings as requested.
- Ensure all administrative forms required by the agency in relation to your employment are completed in the correct timeframe such as time sheets; leave forms, car log sheets.
- Assist in Quality Improvement activities to ensure agency compliance with the Community Service Organisation Registration Standards.
- The completion of Cultural Support Plan for each child
- To attend Aboriginal family Lead Decision Making Meetings



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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 in order 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) Intermediate (Tier 2) level which requires mandated MARAM Family Violence Brief and Intermediate Risk Assessment training and responsibilities