



## POSITION DESCRIPTION

<b>Position</b>	Practitioner– Aboriginal Family Preservation and Reunification Response	<b>Position Number</b>	Wst132
<b>Reports to</b>	Team Leader – Aboriginal Family Preservation and Response	<b>Direct Reports</b>	Nil
<b>Status</b>	Ongoing	<b>Time Fraction</b>	Full time – 38 hours
<b>Award</b>	SCHADS Level 4	<b>Location</b>	VACCA Melton Location

## OUR VISION

Aboriginal self-determination – Live, Experience and Be.

## OUR PURPOSE

Supporting culturally strong, safe and thriving Aboriginal communities.

## POSITION SUMMARY

This position is responsible for providing and innovative, intensive wrap around outreach family support service to approximately 6 children or young people and 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, maintaining both electronic and written case management systems in line with DHHS legislative and VACCA policy requirements.

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.

Additionally, the role will contributing to the broader team by providing mentoring and support to other team members and assist the AFPR Response Team Leader with duties as directed.

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

- Demonstrated commitment to VACCA's vision and purpose.
- Demonstrated 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.
- Demonstrated 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.
- Work experience 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.
- 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 relationships with services and support families to access services and supports as required.
- Ability to work out of hours

### REQUIREMENTS

- A tertiary qualification in Community Service, Social Work, Psychology, welfare or a related discipline is desirable.



- 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

### CORE RESPONSIBILITIES

- 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.
- 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. - Undertake other duties as directed.

### DIRECT SERVICE DELIVERY

- Undertake outreach work.
- 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.
- Participate in training to understand and apply evidence informed practice approaches including Aboriginal Practice Modules and Common Elements.
- Participate in data collection in line with program monitoring and evaluation requirements.
- Participant in Response Team Meetings and other client meetings as required.

- Ensure culturally relevant support is provided by liaison and consultation with secondary services such as VACCAs Aboriginal Liaison Worker.
- Conduct and complete case work.
- Support families to attend social and community activities and events.

## 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 (Intermediate – Tier 2) level which requires mandated MARAM Family Violence Screening & Identification training and VACCA MARAM Identification responsibilities.