



POSITION DESCRIPTION

Position	Practice Leader (Justice)
Reports to	Principal Practitioner
Status	Full time
Location	Preston and/or other VACCA sites

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 1000 staff and delivers more than 90 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

Supporting culturally strong, safe and thriving Aboriginal communities.



VALUES

- A genuine interest in Aboriginal cultures
- An understanding of how colonisation continues to impact Aboriginal communities and a responsibility for your own learning about this
- A commitment to supporting a culturally safe work environment
- A commitment to learning about Aboriginal ways of knowing and working and privileging these perspectives and approaches in your work
- An appreciation that Aboriginal people are best placed to lead the response to issues impacting Aboriginal communities
- An awareness and care for your own wellbeing and the wellbeing of others

PROGRAM AREA

The **Client Practice and Evidence Development Division** focusses on building capacity and capability across VACCA. VACCA has an ongoing, strong commitment to evidence informed cultural programs, service quality and practice improvement. The Division includes Research and Evidence Development, Continuous Quality Improvement, Office of the Principal Practitioner, Aboriginal Children's Healing Team, In- house Legal Service, Business Development, Implementation and Project Management.

POSITION SUMMARY

Reporting to the Principal Practitioner, the Practice Leader (Justice) will be responsible for providing practice leadership, mentoring, training and expert advice and enhancing VACCA's capability and capacity to meet the needs of Aboriginal people who are subject to the interventions of the justice system.

There is an acknowledgment that there is a considerable overlap of programs across VACCA including justice, child and family welfare, family violence, homelessness and others. The Practice Leader will therefore work alongside other program Lead, and Senior Practitioners and the Principal Practitioner as part of VACCA's overall agenda building staff capability and practice improvement.

KEY RELATIONSHIPS

Internal: VACCA staff and community, including client services staff, regional managers and corporate services

External: Government departments, Aboriginal Community Controlled Organisations, Justice and other child and family welfare services, philanthropic organisations.



KEY SELECTION CRITERIA

The successful applicant will possess:

- Demonstrated commitment and understanding for the values that underpin VACCA' vision and purpose
- Demonstrated leadership experience and competence in mentoring, managing, training and supporting the professional development of staff and/or practitioners.
- 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
- Experience and knowledge of the justice system and the drivers of the over-representation of Aboriginal people in the justice system
- Demonstrates reflective, culturally appropriate and evidence-based practice
- Maintains awareness of knowledge, understanding and skills needed to perform role, works to address skill gaps and assists others to identify their training needs
- Proven ability to initiate strategic and productive relationships with key stakeholders and influences sector plans and responses to community needs
- Ability to provide high level policy advice to VACCA leadership
- Demonstrated ability development and implement policy and uses procedures to guide work practice
- Capability to represent VACCA at government and community forums on justice
- Within a cultural context ability to take initiative and supports others to look for innovative ways to improve practice and service delivery
- Excellent verbal and written skills and capacity to provide timely high level policy reports

REQUIREMENTS

- Relevant qualifications in Social Work/ Community Services and/or experience in Justice system will be highly desirable.
- You must have and continue to hold a full Victorian Driver's Licence, a current employment Working with Children Check card and a National Police Check.
- Travel to VACCA offices and external meetings will be required.

POSITION ACCOUNTABILITIES

- Implement and lead state-wide reflective practice in the area of justice and establish a community of practice for all VACCA staff involved in justice programs with a view to building practice knowledge, skills and enabling a stronger network of support; information sharing across all regions.
- Work closely with the Principal Practitioner and other practice leaders in other VACCA programs to ensure that practice development and service improvement is consistent and aligns with the implementation of Cultural Therapeutic Ways.



VACCA
Connected by culture

- Provide advice and support to the Learning and Development and Organisational Development units as part of VACCA's workforce improvement agenda.
- Facilitate training and support the delivery of training to Justice programs.
- From time to time provide mentoring and support to staff in VACCA justice programs in other justice environments such as prisons and juvenile justice centres where necessary.
- Provide policy advice to the Leadership Group and CEO on justice policy and prepare briefing papers as well as representing VACCA at various justice working groups and forums both internally and externally.

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.