



POSITION DESCRIPTION

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| Position | Aboriginal Practice Leader |
| Reports to | Family Violence Program Manager |
| Status | Ongoing – Full Time |
| Award | SCHADS Level 8 |
| Location | Broadmeadows (with regular travel to other HMA TOD sites) |

OUR VISION

Aboriginal self-determination – Live, Experience and Be.

OUR PURPOSE

Supporting culturally strong, safe and thriving Aboriginal communities.

PROGRAM AREA

The Orange Door Hub offers a safe and accessible place for individuals and families experiencing family violence or needing support with the care, development and wellbeing of their children and young people. The Orange Door team undertake comprehensive intake, assessment and referral services that provide individualised responses, ensuring quick and simple access to the support and safety needed. The Hub engages individuals using violence and plans interventions for accountability. VACCAs - Hume Merri-Bek Orange Door team delivers high-quality support services to Aboriginal women, men, and children, addressing family violence and promoting wellbeing holistically.

POSITION SUMMARY

The Aboriginal Practice Leader (APL) is a key leadership position. APL's collaborate closely with the Hub Manager, Hub Practice Leaders, Hub Aboriginal Response Team, Service System Navigator, and Team Leaders to deliver high-quality, culturally safe support to Aboriginal people seeking assistance and safety. The APL fosters partnerships with local Aboriginal services, communities, and governance groups. They provide expert guidance on culturally safe and inclusive specialist family violence and child Wellbeing services, including interventions for those using violence. Additionally, the APL provides secondary consultations and actively promotes cultural safety and competence within the Hub. They also oversee high-risk cases and may have a caseload as required.

KEY RELATIONSHIPS

Internal: All VACCA teams including VACCA staff and services within the Hub, Continuous Quality Improvement; Client Practice Management Team; broader VACCA support services



External: Partnering agencies within the Hub (including DFFH, FSV, CP), health professionals, schools, other Aboriginal Community Controlled Organisations (ACCOs), other Community Service organisations

KEY SELECTION CRITERIA

ESSENTIAL

- Demonstrated commitment and understanding for the values that underpin VACCA' vision and purpose.
- Extensive experience in working with and engaging Aboriginal families and children.
- Demonstrated knowledge of the Family Violence and Child Protection sectors.
- Proven skills in case management, including ability to identify goals and create a care plan, as well as experience to respond to crisis situations effectively.
- Proficient in the preparation of accurate documents and reports in a timely manner.
- Strong ability to have clear, culturally appropriate, and respectful communication skills with individuals, families, and professionals.
- Demonstrated experience in intake procedures and comprehensive Child Wellbeing and Family violence risk assessments with a knowledge of, or willingness to learn, the Best Interest Case Practice Model and the Family Violence Multi-Agency Risk Assessment Management (MARAM) Framework and the ability to put a cultural lens over these frameworks.
- Expertise and experience in leadership roles within Aboriginal services and integrated service models.
- Effective self-management skills, including inviting feedback on own behaviour and impact; uses new knowledge or information about self to build a broader understanding of own behaviour and the impact it has on others; understands strong emotional reactions and seeks ways to more effectively manage them.

QUALIFICATIONS

- A degree in social work (or equivalent) or willingness to work toward the qualification in line with the mandatory minimum qualifications policy.

REQUIREMENTS

- You must have and continue to hold a full Victorian Driver's Licence and a current employment working with children check card and clear police check.

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.



POSITION ACCOUNTABILITIES

KEY RESPONSIBILITIES

- Lead and support culturally safe practices for Aboriginal communities.
- Mentor and develop Hub Practitioners and Team Leaders for working with Aboriginal communities.
- Provide support and oversight for high-risk families while promoting cultural safety and self-determination.
- Collaborate with organisations and services in the Hub network for direct service issues and secondary consultations.
- Work with local Aboriginal governance groups to connect services and communities.
- Support system and service improvement efforts.
- Build effective partnerships with Aboriginal services.
- Manage stakeholder relationships for effective Hub operations.
- Oversee and deliver projects in a culturally safe manner, adhering to legislation and guidelines.
- Maintain accurate records and prioritise health and safety in the workplace.
- contribute to best practice guidance and facilitate reflective practice

RELATIONSHIP MANAGEMENT

- Proactively participating in scheduled supervision and reflective discussion with supervisor.
- Work in a collaborative manner within the multi-disciplinary and multi-agency hub and proactively engage in learnings to continuously improve practice.

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.

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) Comprehensive (Tier 1) level which requires mandated MARAM Family Violence Comprehensive Risk Assessment training and responsibilities.