

## POSITION DESCRIPTION

<b>Position</b>	Family Services Practice Lead	<b>Position Number</b>	
<b>Reports to</b>	Principal Practitioner	<b>Direct Reports</b>	N/A
<b>Status</b>	Ongoing	<b>Time Fraction</b>	Full time
<b>Award</b>	SCHADS 7.1-8.3 depending on experience	<b>Location</b>	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 Family Services Practice Lead will be responsible for providing practice leadership, program expertise, mentoring and expert advice to Family Services staff and management across VACCA. This will involve working in close partnership with all Program Managers and Team Leaders who oversee and support regional Family Services teams.

## KEY RELATIONSHIPS

**Internal:** Principal Practitioner and other Practice Leads, Family Services management, and staff, Learning and Development, Family Services Initiatives, Aboriginal Children's Healing Team, Client Services Leadership Group

**External:** Department of Families, Fairness and Housing, Centre for Excellence in Child, and Family Welfare, other ACCOs, Community Services Organisations, the Alliance, and external consultants

## KEY SELECTION CRITERIA

### ESSENTIAL

- Demonstrated commitment and understanding for the values that underpin VACCA' vision and purpose.
- A commitment to supporting and championing a culturally safe work environment, including the adoption of culturally safe leadership approaches.
- An understanding of how colonisation continues to impact Aboriginal communities, a responsibility for your own learning about this and support for others' learning.
- A commitment to learning about Aboriginal ways of knowing and working and privileging these perspectives and approaches in your work.
- A commitment to continuously improving practice and programs to meet the needs of Aboriginal children and families to issues impacting Aboriginal communities.
- A commitment to facilitating Aboriginal-led decision-making wherever possible and prioritising Aboriginal leadership in your work.
- Strong written and verbal communication skills, including the ability to facilitate workshops and sessions with staff effectively and inclusively and the ability to develop written resources.
- Expert skills in case management including family support and an aptitude for demonstrating these skills to others.
- Ability to problem solve and support others to problem solve in a constructive way.
- Aptitude for teamwork and working with people from a variety of professional backgrounds.
- Working knowledge of Microsoft Office and ability to review others' work.
- Capacity to provide strategic direction to staff and support for their wellbeing.

### REQUIREMENTS

- A tertiary qualification in Social Work, Community Services, Psychology, or equivalent qualifications
- 5 or more years' experience working in child and family services delivery of which at least 2 years was in a management position.
- 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

### KEY RESPONSIBILITIES

- Provide secondary consultations to Family Services staff and managers across VACCA regions.
- Provide expert advice on complex or high-risk cases where required (including in collaboration with other leadership and specialist staff such as other Practice Leads, Specialist Disability Practitioners, or the Aboriginal Children's Healing Team where relevant)
- Champion CTW and best practice, Aboriginal-led approaches to supporting children and families.
- Keep up with of best practice approaches and models in the Family Services sector, particularly those specific to working with Aboriginal families.
- Develop practice resources to support Family Services staff to meet their responsibilities confidently and in alignment with CTW and best practice.

- Co-deliver service improvement projects with project staff in the Family Services Initiatives team
- Facilitate workshops and sessions to support staff professional development and capacity building.
- Work with the Family Services Training Led to develop (and co-deliver where required) training content for staff.
- Maintain trusted relationships with service delivery staff and other stakeholders across the sector.
- Work closely with the Family Services Initiatives team who are delivering a multi-year Family Services Reform project.
- Working with project management staff to deliver service improvement projects for Family Services (e.g., development of a Program Manual) to ensure our training offering reflects current best 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) Intermediate (Tier 2) level which requires mandated MARAM Family Violence Brief and Intermediate Risk Assessment training and responsibilities.