



BOORNDAWAN WILLAM
ABORIGINAL HEALING SERVICE

Position Description

POSITION TITLE:	Aboriginal Practitioner – The Orange Door		
REPORTS TO:	Team Leader – The Orange Door	WORK AREA UNIT:	Inner East Orange Door
FULL TIME OR PART TIME:	Full time	PRIMARY LOCATION:	Box Hill
DIRECT REPORTS:	Nil	JOB CLASSIFICATION:	SHARDS 5

ABOUT THE ROLE:

The Aboriginal Practitioner role is co-located at the Orange Door in the Inner East Metropolitan Region and will provide intake, assessment and planning to Aboriginal community members seeking support regarding Family Violence and Child well-being.

The Aboriginal practitioner will work as part of a multi-disciplinary team to deliver high quality, culturally safe and effective responses to women, children and families seeking support and safety through the Orange Door. Through a whole of family approach focused on victim/survivor safety and well-being, services will also be offered to users of violence to engage with services to address these behaviours and other support needs.

The Aboriginal Practitioner will report to the Orange Door Team Leader on a day-to-day basis with formal line management and supervision provided by BWAHS. They will also receive support and guidance from the Orange Door Aboriginal Practice Leader.

KEY ACCOUNTABILITIES:

- Provide culturally safe intake, assessment and planning to women, children, families, and men seeking support through The Orange Door.
- Work within a specialist discipline to deliver Orange Door services and develop an understanding and the capabilities to work safely across family violence, perpetrator responses and child well-being. (With appropriate training and supervision).
- Deliver screening and triage, assessment, crisis responses, service planning, targeted interventions, allocation and coordinated referrals consistent with the Integrated Practice Framework, Operational Guidelines, Services Specifications and relevant risk assessment tools and frameworks
- Identify, assess, and prioritise risk and needs of women and children, families, and perpetrators, drawing on the expertise of different practitioners in a multi-disciplinary team
- Work collaboratively with the Orange Door team to support integrated risk assessment and planning, including participating in case conferences and meetings
- Recognise and identify limits of own expertise and when to seek advice or refer client to Orange Door specialist practitioners or Practice Leaders to ensure safe practice



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- Identify when a Central Information Point (CIP) request is required and refer request to the Advanced Family Violence Practice Leader or Aboriginal Practice Leader
- Apply for brokerage on behalf of clients in accordance with brokerage guidelines
- Navigate the broader service system for clients by referring clients to services and providing information and support including supporting strong links between The Orange Door and other BADAC services.
- Record client information accurately on the Orange Door Client Relationship Management (CRM) system
- Handle client information in accordance with the Family Violence Information Sharing Scheme (FVISS), Child Information Sharing Scheme (CISS), information security, privacy policies and requirements
- Participate in training and development activities designed to build capabilities to work effectively in the Orange Door environment
- Participate in formal supervision, performance development and management as per home agency requirements

KEY SELECTION CRITERIA:

1. Sound knowledge and understanding of Aboriginal culture and values and the ability to effectively communicate with Aboriginal people including women and children, men and families.
2. A relevant tertiary qualification in Social Work, Community Services, Welfare or the willingness to work towards a qualification.
3. Demonstrated ability to work successfully with Aboriginal people to address a range of complex and diverse needs including the understanding of the importance of culture and community connection.
4. Demonstrate knowledge and understanding of the drivers/causes of family violence and child and family vulnerability.
5. Proven ability to maintain confidentiality and knowledge of privacy requirements relevant to the role.
6. Cooperates and works well with others in pursuit of team goals, collaborates and shares information, shows consideration, concern and respect for others feeling and ideas, accommodates and works well with different styles of others.
7. Demonstrated ability to identify, assess and prioritise risks and needs of community members in a whole of family approach.
8. Highly developed interpersonal and communication skills.

Specialist Expertise

- Professional practice experience in family violence services, child and family services and or broader social services sector is essential.

OTHER MANDATORY REQUIREMENTS:

- Current Victorian Driver's Licence
- Willingness to obtain a Police Check and a Working with Children's Check



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KEY ATTRIBUTES FOR ALL EMPLOYEES:

- ***Commitment to BWAHS Vision, Mission, Values and Principles*** – All employees must demonstrate commitment to the organisation's Vision, Mission, Values and Principles throughout employment activities and ensure individual development plans.
- ***Self- Assessment and Reflection*** – the capacity to recognise own feelings and those of others, for motivating ourselves and managing emotions well in ourselves and our relationships. To be resilient, capable of self-awareness, self-management, self-development, social awareness and relationship management, in order to contribute to a more effective and supportive organisational culture.
- ***Ethical*** – Reflects expected standards of behaviour and/ or Codes of Ethics.
- ***Culturally Aware*** – values social inclusiveness as a strength and positively utilises diversity.
- ***Communication and collaboration*** – Works with others to achieve common goals and disseminates information using appropriate media/ language to the right people at the right time.
- ***Accountability*** – Individual responsibility to deliver services with the relevant legislative and regulatory framework and in accordance with sound professional practice and business/ service management practice.
- ***Consumer/ Client focussed*** – Prioritises the needs of clients and the aims for the best outcomes for clients.
- ***Work Health and Safety***- All employees will perform their duties in accordance with BWAHS Work, Health & Safety policy.
- ***Privacy and Confidentiality*** - All employees will perform their duties in accordance with BWAHS *Privacy and Confidentiality policy*.