

## POSITION DESCRIPTION

<b>Position</b>	Family Violence Therapeutic - Team Leader
<b>Reports to</b>	Senior Program Manager
<b>Direct Reports</b>	Western VACCA Family Violence Therapeutic Intervention
<b>Status</b>	Full time (38 hrs pw)
<b>Location</b>	Werribee Office

## 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 600 staff and delivers more than 70 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.

## PROGRAM AREA

VACCA has been delivering Family Violence Therapeutic program across multiple locations which will deliver culturally safe and trauma informed one on one counselling and group-based work with Aboriginal men, women, children and families who are impacted by family violence.

Culture, Connection and Healing are central to the design and delivery of this program to Aboriginal families. The program model is family focused and where possible, all family members will be involved and supported, individually and as a family. Staff will work within VACCAs Cultural therapeutic framework.

There is a strong component of action research throughout the program in order to build an evidence base of best practice for working with Aboriginal families. Collaborative working and proactive sharing of the evidence base and lessons learned is essential to this program.

## POSITION SUMMARY

The Team Leader position will provide leadership, direction and support to family violence therapeutic counsellors, group facilitators and case managers/ workers employed within the family violence program. The role proactively ensures broad engagement with other VACCA programs.

Team Leader positions will oversee staff delivery of one or more of the following:

- 1:1 trauma-informed assessment and counselling to Aboriginal women, men and children who are impacted by family violence
- Monitor groups with Aboriginal children will create positive and age-appropriate entry points for them to engage and to heal their understanding of their parents, family and history where impacted by family violence
- Monitor groups with Aboriginal adolescents will provide a platform for them to speak to other young people in a meaningful and relevant way and change behaviours

This position will provide staff with regular professional supervision and appropriate development and training opportunities to provide a quality service and will receive therapeutic professional supervision from the Family Violence Principal Practitioner.

## KEY RELATIONSHIPS

*Internal:* Executive Manager (Regions), Family Violence Principal Practitioner, Family Violence counsellor and group workers, family violence program staff, other VACCA programs

*External:* Aboriginal Community Controlled Organisations, Community Service Organisations, local program partners, DHHS,

## KEY SELECTION CRITERIA

- Demonstrated understanding of, and commitment to, the values that underpin VACCA' vision and purpose and the capacity to take a leadership role in championing these internally and externally
- 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

- Demonstrated commitment to self-determination and experience working effectively with Aboriginal people and organisations.
- Understanding and awareness of Aboriginal societies and cultures and an understanding of the challenges impacting on Aboriginal children and families, particularly within the child and family welfare sector.
- Demonstrated experience in the successful delivery a range of appropriate therapeutic healing interventions to Aboriginal women, men, children and families
- A well-developed understanding of attachment and trauma theories and an ability to assist others understand the implications of these.
- A comprehensive understanding of the dynamics and impact of family violence in Aboriginal families
- A proven ability to develop, manage and lead a team in quality practice with:
  - o A comprehensive understanding of the MARAM risk assessment tool
  - o A comprehensive understanding the Information Sharing legislation
- Engage & communicate clear, culturally appropriate respectful and consistent messages to staff, clients and community members
- Assess and manage risk for highly vulnerable children and families and recommend improvements
- Effectively manage conflict and actively involve in problem solving and conflict resolution in a culturally respectful way.
- Establish systems and processes for reviewing skills, supporting professional development and staff well-being

## QUALIFICATION:

- A tertiary qualification in social work, psychology, family therapy or a related discipline or a Certificate IV in a relevant field
- You must have and continue to hold a full Victorian Driver's Licence and a current employment working with children check card.

## POSITION ACCOUNTABILITIES

### CLINICAL PRACTICE

- Ensure culturally safe and high standards of service delivery to Aboriginal children and families impacted by family violence
- Provide trauma informed practice leadership in accordance with program guidelines
- Provide therapeutic leadership, case direction and individual supervision to counsellors, case managers/ workers, group workers within the program
- Contribute to ongoing action research throughout the program and implementation of lessons learned
- Promote and maintain positive, collaborative working relationships with all professionals and with other therapeutic services
- Actively participate in fortnightly therapeutic supervision sessions
- Contribute to a centralised body of best practice for family violence programs across VACCA

### PROGRAM DEVELOPMENT

- Contribute to the development, implementation and maintenance of innovative and culturally safe therapeutic programs for Aboriginal children and their families impacted by family violence
- Contribute to the implementation of customised program resources such as program manuals, practice and data collection tools to support quality program delivery
- Contribute to the design, development and facilitation of customised family violence training and professional development programs to ensure consistent quality service delivery to clients
- Ensure implementation of quality assurance and quality improvement frameworks for family violence programs across VACCA

## 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