

POSITION DESCRIPTION

Position	Team Leader- Aboriginal Response Team (HMA)	Position Number	TBC
Reports to	Family Violence Program Manager	Direct Reports	Up to 6 case workers
Status	Fixed term (parental leave backfill)	Time Fraction	38 hours per week
Award	SCHADS 7.0	Location	Broadmeadows

OUR VISION

Aboriginal self-determination – Live, Experience and Be.

OUR PURPOSE

Supporting culturally strong, safe and thriving Aboriginal communities.

POSITION SUMMARY

The Team Leader for the Aboriginal Response Team is an established leadership position within HMA 'The Orange Door' Hub. Reporting to the Program Manager Family Violence the Team Leader will work collaboratively with the Aboriginal Practice Leader, Hub practitioners and the wider Orange Door & VACCA leadership groups.

The Orange Door Team Leader works as part of a multidisciplinary team of practitioners, Team Leaders and Practice Leads to deliver high quality, safe and effective responses to children, young people and families experiencing family violence and families in need of support with the care, development and well-being of infants, children, and young people.

The Team Leader is responsible for providing leadership, support, and supervision to the Hub Practitioners in the Aboriginal Response Team. This role is required to demonstrate and lead strong professional practice in Child Wellbeing assessments, Family Violence risk assessment and supporting referral pathways to ensure Aboriginal women, men and children receive a culturally safe and effective service response.

Furthermore, this position will be required to provide short term case management, intake, referrals, and allocations, provide secondary consultations when required, manage case throughput with practitioners and have oversight of high-risk cases. The team leader may have a caseload when required. Additionally, this position will work to build and maintain effective partnerships with local Aboriginal services, communities, and Aboriginal governance groups.

Team Leaders will receive support and guidance from Orange Door Practice Leaders and the Family Violence Program Manager

KEY RELATIONSHIPS

Internal: Program Manager (Preston), Family Violence program staff and other VACCA programs

External: Orange Door partnerships including Family Safety Victoria, Kidsfirst, Berry St, DFFH - Community Based Child Protection, Department of Education, Aboriginal Community Controlled Organisations, Community Service Organisations, local program partners, Police, Safesteps

KEY SELECTION CRITERIA

ESSENTIAL

- 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.
- Understanding of family violence issues, specifically the impact on Aboriginal victims/survivors, children and families, with a focus on risk assessment and management.
- Demonstrated positive working relationships with other agencies in a service network, including experience in shared casework, or group work.
- Strong conflict resolution skills and ability to apply problem solving in a culturally respectful manner.
- Comprehensive understanding of confidentiality and mandatory reporting provisions.
- Demonstrate leadership knowledge and skills that will enable the supervision and support of a team based within a multi-disciplinary intake and assessment service and ensure cultural respectful working environment.
- Demonstrated experience in Child Wellbeing assessments 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.

DESIRABLE

- Professional practice experience in family violence services, child and family services, early intervention and or broader social services.
- Demonstrated experience in working and engaging with Aboriginal families and children.
- Knowledge of local family violence programs, accommodation, legal, health and community services within the region or the ability to acquire that knowledge.
- Knowledge of the Family Violence Information Sharing Scheme

REQUIREMENTS

- The minimum qualification for this role is a Bachelor of Social Work or equivalent qualification or willingness to get it OR have a minimum of 5 years relevant professional experience or have a related qualification relevant to child and family welfare as per the mandatory minimum qualifications for family violence practitioners.

- 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 leadership, management and support to Hub Practitioners working with Aboriginal women, men and children.
- Operational leadership, management, and support of your team within The Orange Door including but not limited to:
 - Assigning cases and day to day task to practitioners
 - Approving allocations to core services
 - Monitoring alignment with relevant practice standards and frameworks
 - Developing staff rosters
 - Monitoring team performance
 - Identifying gaps and provide access to professional development.
 - Ensure client records are up to date and of quality on all relevant systems.
 - Ensure that all staff complete full MARAM training and complete full risk assessments with presenting clients in line with Orange Door procedures.
 - Ensure that all documents in relation to brokerage and data reports are kept and processed accordingly.
 - Conduct fortnightly supervision and weekly case reviews to Hub Practitioners
- Provide consults to other staff within the Orange Door when VACCA Aboriginal Practice Leader is not available or when required by Practice Lead/ Practitioners.
- Ensure culture is embedded in practice delivery of services when supporting Aboriginal people.
- To ensure incidents are managed, reviewed, and analysed in accordance with established VACCA and TOD processes, and escalated to the Executive Manager.
- To implement staff development, training and wellbeing activities and implement strategies to enhance Aboriginal leadership capability in the program.
- Work within delegations of authority for example financial.
- Actively participate in fortnightly supervision sessions

RELATIONSHIP MANAGEMENT

- Represent VACCA on various external networks and forums as required.
- Work collaboratively with Victoria Police, Child Protection and other community organisations and stakeholders.

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.

OTHER

- 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) Identification (Tier 1) level which requires mandated MARAM Family Violence Screening & Identification training and VACCA MARAM Identification responsibilities.