

## POSITION DESCRIPTION

<b>Position</b>	Family Worker (KEYS)		
<b>Reports to</b>	Program Manager – Residential Care Case Management	<b>Direct Reports</b>	Nil
<b>Status</b>	Ongoing	<b>Time Fraction</b>	Part Time – 30.4 hours per week
<b>Award</b>	SCHADS Level 5	<b>Location</b>	Preston

## OUR VISION

Aboriginal self-determination – Live, Experience and Be.

## OUR PURPOSE

Supporting culturally strong, safe and thriving Aboriginal communities.

## POSITION SUMMARY

The Family Worker (KEYS) is responsible for supporting and strengthening relationships between young people and their families, promoting meaningful connection and opportunities for family coaching and modelling as part of the families' healing from trauma experience. Where possible, the Family Worker (KEYS) will assist in identifying and supporting reunification pathways as part of exit planning from the KEYS model.

The Family Worker (KEYS) would be supported by a comprehensive training and professional development program to build their knowledge and skills to enable the delivery of family work that is culturally informed and centred. The program will encompass content from The Bouverie Centre, Emerging Minds, LaTrobe University and Melbourne University (and other providers as relevant) that has been developed and co-designed by Aboriginal and Torres Strait Islander practitioners, researchers, and community members.

## KEY RELATIONSHIPS

*Internal:* Residential Services staff including Team Leaders, House Managers, Case Managers and other VACCA programs and support services

*External:* Department of Families, Fairness and Housing, the broader VACCA community, Aboriginal Controlled Community Organisations (ACCOs) and other Community Service organisations

## KEY SELECTION CRITERIA

### ESSENTIAL

- Demonstrated commitment and understanding for the values that underpin VACCA' vision and purpose
- 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.
- Knowledge of the complexity and issues in the provision of Therapeutic Residential Care.
- Demonstrated ability to respond therapeutically to Aboriginal children's pain-based behaviours indicating an understanding of the impact of trauma and disrupted attachments on different levels of family systems.
- Well-developed knowledge of familial and kinship systems within Aboriginal culture
- Commitment to advocate for families and to find ways to build relationships and engage family members from a broad range of backgrounds, including the voice of family member in the case planning of young people.
- Foundational understanding of intensive family work, including conflict resolution, parenting education, family reunification and family support.
- Strong written and verbal communication skills alongside the ability to work as part of a multidisciplinary team and collaborate with a broad range of services.
- Willingness to engage in further training and professional development to target the skills and knowledge areas of the role, for any of the areas above.

### DESIRABLE

- An Aboriginal and/or Torres Strait Islander and/or someone with strong connections to community will be highly regarded for this role
- Relevant qualification in Family Therapy or similar discipline/framework or less formal qualifications with demonstrated experience in similar role, are desirable but not essential.

## REQUIREMENTS

- Experience working with Aboriginal families in community.
- 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 if applicable)

## POSITION ACCOUNTABILITIES

### KEY RESPONSIBILITIES

- Build relationships with family members of participants in the VACCA KEYS program.
- Provide education, modelling and coaching to promote and support positive interactions between young people and their families as part of the healing process.
- Take a lead role, in collaboration with the KEYS Case Manager, in identifying and creating pathways to improve family relationships, communications and identifying possible reunification pathways.
- Contribute to family assessment work in line with case planning and DFFH requirements.
- Work within a multidisciplinary team that is responsive to the developmental, gender and cultural needs of young people.
- Assist in developing and delivering a family work training resource/package for a diverse audience, including KEYS residential skills coaches, case managers, Child Protection and Youth Justice Case Managers, family members and community member.
- Develop and manage Family Reunification/Connection Plan, engaging with the young person, family and key stakeholders in a young person's care to progress. Ensure effective review and monitoring of plans in a collaborative manner.
- Providing advocacy to support Aboriginal people and ensure effective program operations with relevant stakeholders.
- Accurately record, update and maintain client information, including case noting, incident reporting and MARAM assessments, in accordance with legislation, departmental guidelines, program guidelines and VACCA policies and procedures.
- Work collaboratively with VACCA's Aboriginal Family Preservation & Reunification Team

## RELATIONSHIP MANAGEMENT

- Proactively engage and build relationships across VACCA and with external 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

- 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.

This position is designated under the Multiagency Risk Assessment and Management framework (MARAM) Identification (Tier 2) level which requires mandated MARAM Family Violence Screening & Identification training and VACCA MARAM Identification responsibilities.