

POSITION DESCRIPTION

Position	Koorie Youth Justice Worker	Position Number	EAS126
Reports to	AoD, Justice and Navigator Team Leader	Direct Reports	None
Status	Fixed Term – 30 June 2025	Time Fraction	Full time
Award	SCHADS 4	Location	Chirnside Park

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

This position is responsible for assisting young Aboriginal people who are at risk of or subject to Youth Justice involvement to support culturally led pro social activities or meet conditions of their orders while remaining in the community. This program aims to reduce offending or reoffending behaviour and engage with the young Aboriginal person during any period spent in Youth Justice custody.

KEY RELATIONSHIPS

Internal: VACCA staff and community

External: Government Depts, (DFFH and DOJ). Partner organisations including ACCO's

KEY SELECTION CRITERIA

ESSENTIAL

- Demonstrated commitment and understanding for the values that underpin VACCA's vision and purpose.
- Awareness and appreciation of Aboriginal societies and cultures and an understanding of the issues affecting Aboriginal people in contemporary Australia and the diversity of circumstances of Aboriginal people.
- Demonstrated knowledge or ability to obtain knowledge of the Youth Justice system in Victoria.
- Understanding of issues contributing to young people offending & ability to develop programs which mitigate them.
- High level interpersonal skills including verbal communication, written skills, and advocacy skills.
- Experience in case management with young Aboriginal and Torres Strait Islander people or vulnerable groups.
- Demonstrated positive experience working and engaging with Aboriginal and Torres Strait Islander communities, families, and young people.
- High level of empathy and problem-solving ability.
- Strong organisational abilities and interpersonal and communication skills.

REQUIREMENTS

- 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)

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POSITION ACCOUNTABILITIES

KEY RESPONSIBILITIES

- Identify issues contributing to the risk behaviours of Aboriginal young people
- Support and supervise Aboriginal young people on Youth Justice Orders and provide a high-quality service.
- Assist in the implementation of culturally appropriate programs and strategies designed to prevent young Aboriginal people from entering/re-entering the youth justice system
- Identify Aboriginal young people at risk of entering the Youth Justice system and develop programs and support services for these young people.
- Identify, consult, and engage relevant stakeholders in the respective region/area to jointly develop appropriate service responses.
- Increase access by young Aboriginal people to specialist youth services and Aboriginal community organisations/programs.

- Develop a regular schedule of recreation, sporting, life skills and cultural connection activities aimed at engaging young Aboriginal people.
- Provide support and advice and referral to young Aboriginal people and their families who are in contact with the Justice system.
- Provide information and support to Aboriginal young people to protect and promote their Aboriginal cultural and spiritual development by maintaining and building their connections to their Aboriginal family and community.
- Coordinate with the Department of Justice & Community Safety (DJCS) Aboriginal Youth Justice Workers and relevant staff in the Parkville and Malmsbury Youth Justice Centres as required.
- Collaborate with the Regional Aboriginal Justice Advisory Committee (RAJAC) in their region and provide reports like the Local Justice Worker Program.

RELATIONSHIP MANAGEMENT

- Assist in the implementation of culturally appropriate programs and strategies
- Work in partnership with the Community Justice Program team members and Youth Justice in identifying quality improvements that are necessary to deliver services efficiently and effectively.
- Attend client care co-ordination meetings as required.
- Assist in the preparation and review of Aboriginal Cultural Support Plans as required.
- Promotion of the Youth Justice program to young people, the Aboriginal community, and other key stakeholders.
- To work collaboratively with Department of Justice and Youth Justice Workers to support the capacity of young Aboriginal people to comply with their orders and achieve planned outcomes.
- Maintain cohesive and effective working relationships with DJR Youth Justice staff, management, and external agencies.

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

- Providing reports in an agreed format to the Community Justice Team Leader, and to others as required.
- Participate in relevant agency and community meetings.
- Provide and maintain ongoing case management and accurate data records and other administrative requirements including statistical reports and other correspondence.
- Ensure that case records are kept in accordance with the recording and data requirements of both the agency and the funding body.
- Always maintain confidentiality and professionalism in line with organisational code of conduct and values.
- Report incidents as per VACCA policies and procedures
- Participate in, and make an active commitment to, the development and maintenance of a cohesive team.
- Attend staff meetings and staff development sessions as required
- Participate in regular team meetings, performance planning reviews, and individual supervision of work plans and practices.
- Pursue new skills and knowledge for personal and organisational development. - Other duties as directed by the Team Leader, Community Justice and AoD Team
- Occasional after-hours work & travel may be required as requested and approved by supervisor

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.