

POSITION DESCRIPTION

Position	Senior Aboriginal Cultural Healing Therapist		
Reports to	Team Leader – Family Violence Therapeutic		
Direct Reports	Nil		
Status	Fixed Term until June 2025	Time Fraction	Full time – 38 hours
Award	SCHADS Level 6.1	Location	VACCA Werribee Office

OUR VISION

Aboriginal self-determination – Live, Experience and Be.

OUR PURPOSE

Supporting culturally strong, safe and thriving Aboriginal communities.

POSITION SUMMARY

The Senior Aboriginal Cultural Healing Therapist will deliver culturally safe and holistic therapeutic services to the Aboriginal community. The role provide appropriate interventions for Aboriginal children, young people, and adult victims/survivors of sexual assault and their family members. Holding a small caseload, the Therapist will deliver therapeutic one-to-one counselling using a range of modalities, co-deliver therapeutic group programs, collaborate with case managers which may include outreach and integrate other appropriate services/cultural support. through delivery of therapeutic and cultural-strengthening activities such as yarning circles, working with respected Elders and other group participants.

KEY RELATIONSHIPS

Internal:	Team Leaders – FV, Senior Sexual Assault Healing Therapist, Program Manager Family Violence, Executive Manager (Western), Family Violence Practice Leads, Aboriginal Children’s Healing Team (ACHT), Family Violence Therapeutic Practitioners and Aboriginal Therapeutic Group Workers, Family Violence Case Workers, Research and Evaluation Team, Clinical Governance Lead
External:	MDC staff, WESTCASA practitioners and staff, Gatehouse practitioners and staff, other local Community Service Organisations, local program partners, and others as relevant to the service, Victoria Police, DFFS Child Protection, Department of Justice and Community Safety, Orange Doors (Western Metro).

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.
- An understanding of child development and the impact of trauma and sexual assault on children and young people.
- Knowledge of family-focused approaches to healing and responding to trauma.
- Demonstrated understanding of culturally appropriate service responses for Aboriginal communities in the Western Melbourne Area.
- Demonstrated knowledge and understanding of strength-based Aboriginal trauma-informed practice specific to sexual assault of intergenerational trauma and the importance of impacts of Aboriginal cultural healing approaches.
- Demonstrated ability to support victims/survivors and families to develop and monitor ongoing Cultural Safety Plans.
- Demonstrated ability to work in a team and work collaboratively with and engage with team members and a diverse range of stakeholders
- High level communication skills and an ability to develop trusted relationships with Aboriginal community members.

DESIRABLE

- A tertiary qualification or relevant experience working in a therapeutic or cultural healing context.
- Demonstrated understanding of relevant legislation and professional guidelines (including children and young people at risk, MARAM, Family Violence Information Sharing Scheme, Child Information Sharing Scheme, relevant professional Code of Ethics and Practice Standards, and privacy requirements).

REQUIREMENTS

- You must have and continue to hold a full Victorian Driver's Licence, a current employment working with children check card and National Police Check
- Current COVID-19 vaccination (Including booster dose, as applicable)

POSITION ACCOUNTABILITIES

CORE ACTIVITIES

- Hold a caseload of adults and children for delivering one to one therapeutic counselling.
- Co-facilitate therapeutic group programs.
- Collaborate with case managers and maintain linkages to other supports.
- Provide culturally appropriate therapeutic interventions to Aboriginal children, young people, women, men, and families using cultural and therapeutic frameworks.
- Promote service access and support warm referrals via co-location at the MDC.
- Provide cultural consultation to VACCA teams and other stakeholders.
- Play a lead role in ensuring culturally safe practices are embedded across all aspects of sexual assault responses and healing approaches.
- Connect with Elders to seek their participation in the healing journey of Aboriginal community members.
- Work to restore wellbeing at an individual, family, and community level.
- Maintain strong internal linkages and collaborative working relationships with other VACCA programs such as Family Violence Programs, Aboriginal Children's Healing Team (AHT), Family Services, youth programs and cultural camps.
- Engage in ongoing professional development and participate in regular supervision.
- Participate in training and team reflective practice.
- Work collaboratively and contribute to the development of an evidence base for an Aboriginal therapeutic response to sexual assault.
- Participate in program evaluation through collection of data - Identify and discuss areas of continuous program improvement - Maintain collaborative working relationships with all stakeholders.
- Support and assist the development and implementation of program resources such as program manuals, practice, and data collection tools to support service delivery.
- Maintain accurate client records and case notes and contribute to report writing.
- Maintain quality and up to date database information that meets privacy and legislative requirements - Provide other support and engage in other tasks as required.

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

- Adhere to professional guidelines, organisational policies and procedures and legislative requirements.
- Ensure confidentiality of all information relating to clients, employees, policies, processes, and dealings within the service.
- Participate in internal and external working groups and action learning forums as required.
- Support other team members in periods of high demand and during periods of absence.
- 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 3 Comprehensive) level which requires mandated MARAM Family Violence Screening & Identification training and responsibilities.