

POSITION DESCRIPTION

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| Position | Aboriginal Practice Leader |
| Reports to | Senior Program Manager |
| Direct Reports | Nil |
| Status | Full time (38 hrs a week) |
| Location | Ovens Murray (Wangaratta Hub) |

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 500 staff and delivers more than 50 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. Through *Cultural Therapeutic Ways* VACCA is implementing a whole of agency approach to guide VACCA's practices of healing for Aboriginal children, young people, families, community members and carers who come into contact with our services, as well as creating a safe and supportive workplace for staff.

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 plays 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.

OUR VISION

Aboriginal self-determination - Live, Experience and Be.

OUR PURPOSE

Supporting culturally strong, safe and thriving Aboriginal communities.

PROGRAM AREA

VACCA's Executive Managers have responsibility for a number of programs and initiatives within their local areas. Executive Managers also have a key leadership role with the local Support and Safety Hubs (Hubs) for which the Aboriginal Practice Leader position will provide services. The Aboriginal Practice Leader will have key relationships with a number of VACCA programs and staff also under the responsibility of the Executive Manager, particularly Family Violence programs and programs also providing service in the Support and Safety Hubs.

VACCA teams work with families to promote family wellbeing, participation in the broader community and access to relevant services. The teams provide families with a range of options for culturally responsive support in times of need, with a focus on positive parenting and family interaction to promote children's development.

POSITION SUMMARY

The Aboriginal Practice Leader is a newly established practice leadership position in each Hub. The position will be part of the relevant VACCA area based leadership group which is led by an Executive Manager, and Senior Program Manager to whom this position reports directly.

The Aboriginal Practice Leader will work in close partnership with the Hub Manager, Practice Leaders, the Aboriginal Hub Practitioners, the Service System Navigator and Team Leaders to lead high quality, culturally safe and effective responses to Aboriginal people seeking support and safety through the Hubs. Additionally, the Aboriginal Practice Leader will work to build and maintain effective partnerships with Aboriginal services and communities within the Hub Network to support choice for Aboriginal people.

The Aboriginal Practice Leader will be responsible for providing practice leadership and expert advice to the Hub workforce on culturally safe and inclusive specialist family violence services, child and family services and perpetrator interventions. The Aboriginal Practice Leader will provide secondary consultations to internal and external stakeholders and proactively build cultural safety and competence in the Hub.

KEY RELATIONSHIPS

Internal: VACCA staff and community, including client service regional management and staff.

External: Support and Safety Hub Staff; Family Safe Victoria (FSV); Government departments; Aboriginal Community Controlled Organisations (ACCO's); other child welfare services.

KEY SELECTION CRITERIA

- Demonstrated understanding of and commitment to, the values that underpin VACCA's 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 people.

Knowledge and skills

- **Strong contemporary knowledge of Aboriginal culture, aspirations and self-determination:** 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
- **Works collaboratively to drive cultural change:** has a clear concept of the culture required to deliver effective, culturally safe and responsive services for Aboriginal people within an integrated practice context; designs and delivers innovative practices that enhance quality practice standards for Aboriginal people; understands how to build and establish effective practice cultures, identifies change required, describes reasons for it and engages people who can deliver the change.
- **Expert knowledge and practice leadership roles within Aboriginal services:** has established expertise and capability to lead and embed culturally safe and responsive practice as part of an integrated service model of collaborative service delivery and quality clinical practice in the Hubs; has highly developed leadership, negotiation and relationship building skills; has deep understanding of the role of the law and legal system in the context of responding to family violence; has knowledge of practice with Aboriginal women, children, families, victims and perpetrators of family violence; has experience working in multi-disciplinary and multi-agency contexts.
- **Systems thinking:** diagnoses trends, obstacles and opportunities in the internal and external environment; understands the linkages between natural systems and communities to inform policy; conceptualises and defines the systems working within the organisation.
- **Self-management:** invites feedback on own behaviour and impact; uses new knowledge or information about self to build a broader understanding of own behaviour and the impact it has on others; understands strong emotional reactions and seeks ways to more effectively manage them.

Personal qualities

- **Relationship building:** establishes and maintains relationships with people at all levels; promotes harmony and consensus through diplomatic handling of disagreements; forges useful partnerships with people across business areas, functions and organisations; builds trust through consistent actions, values and communication; minimises surprises.
- **Initiative and accountability:** proactive and self-starting; seizes opportunities and acts upon them; takes responsibility for own actions.
- **Drive and commitment:** enthusiastic and committed; demonstrates capacity for sustained effort and hard work; sets high standards of performance for self and others; enjoys a vigorous and dynamic work environment.
- **Teamwork:** cooperates and works well with others in pursuit of team goals, collaborates and shares information, shows consideration, concern and respect for other feelings and ideas, accommodates and works well with the different working styles of others, encourages resolution of conflict within the group.

Specialist Expertise

- Professional practice experience in family violence services, child and family services and or broader social services sector is essential.

Other:

You must have and continue to hold a full Victorian Driver's Licence and a current employment working with children check card

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

POSITION ACCOUNTABILITIES

- Leading and supporting culturally safe and responsive practice in the Hub with Aboriginal children, women and men.
- Leading, mentoring and developing Hub Practitioners and Team Leaders in working with Aboriginal children, women and men.
- Building the cultural safety of the Hub and supporting choice and self-determination of Aboriginal people.
- Liaising with and providing specialist or secondary consultation to organisations and services within the Hub network in order to discuss direct service issues for Aboriginal people accessing services through the Hub.
- Working with local Aboriginal governance groups to provide connection between Aboriginal services, communities and the Hub.
- Supporting system and service improvement.
- Working collaboratively with the Hub Manager and Service System Navigator to build and maintain effective partnerships with Aboriginal services to support choice for Aboriginal people.
- Managing stakeholders through effective negotiation and influence, harnessing this network to support Aboriginal people and ensure effective Hub operations.
- Oversee, monitor and deliver projects to respond to local needs, ensuring they are delivered in a culturally safe and effective way, in accordance with self-determination and relevant legislation and government regulations and guidelines.
- Keep accurate and complete records of your work activities in accordance with legislative requirements and the Victoria Government's, information security and privacy policies and requirements.
- Take reasonable care for your own health and safety and for that of others in the workplace by working in accordance with legislative requirements and occupational health and safety (OHS) policies and procedures.

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 undergo a National Police Records 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.