



POSITION DESCRIPTION

Position	Children and Young Person's Practice Lead
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 600 staff and delivers more than 70 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.

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 following the recent decision of the Victorian Government.

VACCA is implementing cultural therapeutic ways which is an agency-wide framework that underpins our work with the community, our clients and staff.

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 Children and Young person's Practice Leader position will provide services. The Children and Young Person's Practice Leader will work in collaboration with the Hub Manager, other practice leaders and team leaders to lead the delivery of high quality, safe and effective service responses to young Victorians seeking support and services through The Orange Door.

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 Children and Young Person's Practice Leader is a practice leadership position in each Support and Safety Hub (The Orange Door). The Orange Door service model recognises the safety of infants, children and young people as an inalienable right, distinct from their parents or guardians, and that each infant, child and young person has unique needs that will be assessed individually.

The Children and Young Person's Practice Leader will hold responsibility for providing expert practice leadership on engaging children and young people, assessing risk and needs for the infant, child, young person and family, and supporting interventions for infants, children and young people impacted by family violence and/or experiencing vulnerabilities due to other factors.

The Children and Young Person's Practice Leader will proactively build the capability across The Orange Door workforce working collaboratively to engage with children and young people to ensure that the experiences and voices of children and young people inform the service response in line with The Orange Door Service Model. and Best Interests Case Practice Model.

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

- Expert knowledge and experience working in clinical and social services management roles: has established expertise and capability to lead and embed Children and Young Person's practice and quality clinical practice; has demonstrated experience in risk assessment and risk management in relation to infants, children and young people; has demonstrated cross-sectoral expertise in relevant disciplines, including but not limited to a knowledge of the drivers/causes of family violence, child development, attachment and trauma theories; has deep understanding of the role of the law and legal system in the context of responding to family violence and vulnerable children and families.



- Child centred and family focused: focuses on the child and the child's role within the family to assess risk and needs and understand the voice of the child.
- Works collaboratively to drive cultural change: designs and delivers innovative practices that enhance practice with infants, children and young people and promotes quality clinical standards; understands how to build and establish effective practice cultures; identifies change required, describes reasons for it and engages people in the process of change.
- Stakeholder partnerships: engages stakeholders, identifies issues in common for one or more stakeholders and uses to build mutually beneficial partnerships; identifies and responds to stakeholder's underlying needs; uses understanding of the stakeholder's organisational context to ensure outcomes are achieved; finds innovative solutions to resolve stakeholder issues.
- Systems thinking: diagnoses trends, obstacles and opportunities for development 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.
- Critical reflection: invites practitioners and leadership to participate in critical reflection, identifying thematic strengths and deficits to continually improve service delivery to clients.
- Integrated practice: engages with all Practice Leaders to support the delivery of the Integrated Practice Framework across The Orange Door. Collaborates with members of the practice stream to provide holistic practice advice to ensure women, children and families are provided with appropriate interventions and holding men to account for their behaviour.

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 others' feelings and ideas, accommodates and works well with the different working styles of others, encourages resolution of conflict within the group.

Qualifications

- Professional clinical experience and relevant qualification(s) in social work, psychology or a related discipline is essential.

Specialist Expertise



- A strong knowledge and understanding of the drivers/causes of family violence and child and family vulnerability, as well as the child and family services and/or broader social services sector and their fundamental practices and theories is required.
- Demonstrated experience in developing interventions to reduce risk and vulnerabilities to infants, children and young people using theoretical frameworks to underpin the approaches.
- Demonstrated experience in leading practice within complex service delivery contexts, particularly multi-disciplinary and multi-agency approaches to the provision of services to vulnerable children, families and diverse communities is required.

POSITION ACCOUNTABILITIES

- Leading Children and Young Person's practice and facilitating decision making.
- Providing specialist and advanced practice leadership and support to practitioners.
- Using the Client Relationship Management System (CRM) for recording, analysis and review of client information.
- Participating in the monitoring and delivery of projects to respond to local clinical or Children and Young Person's practice needs, ensuring they are delivered in accordance with relevant legislation and government regulations and guidelines.
- Keeping accurate and complete records of your work activities in accordance with legislative requirements and the Victorian Government's records, information security and privacy policies and requirements.
- Taking 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.