



## POSITION DESCRIPTION

<b>Position</b>	Kinship Care First Support Worker
<b>Reports to</b>	Kinship Team Leader
<b>Direct Reports</b>	NA
<b>Status</b>	Full time (38 hrs pw) – 12 month contract
<b>Location</b>	Based at the Dandenong office

## 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 will play 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

The Aboriginal Kinship Care Program has been developed in response to a Department of Health and Human Services policy to formally contract the case management of children in kinship care placements to agencies.

The program aims to support the family members of Aboriginal children who are caring for their family's children and to ensure that the children's needs are being met. The program provides information and advice over the phone, casework support and case management support to kinship carers, where a child is placed with a non-Aboriginal family member, the aim is to assist the carer to provide a culturally safe, nurturing and healing home environment for the children, culturally therapeutic approach. The child's Aboriginal identity, rights and connection to their family, land, and community are privileged.

VACCA views the acceptance of the responsibility of Contracted Case management for Aboriginal children in Kinship Care, Extended Care and Residential Care as a major step towards self-determination for Aboriginal people through Aboriginal Child and Family Welfare Agencies. Contracting cases requires reporting about the progress of cases to DHS via the DHS electronic Client Relationship Information System for Service Providers (CRISSP) and the Client Relationship Information System (CRIS).

## POSITION SUMMARY

In December 2017, to meet the needs of a growing number of kinship care placements and in recognition of the need for additional support to these placements, the Minister for Families and Children announced a new model of kinship care for Victoria.

The objectives of the new kinship care model are to:

- Identify kinship networks early;
- Strengthen reunification, where appropriate;
- Promote placement quality and support children and young people living with kinship families to thrive; and
- Promote placement stability, including reducing the likelihood of entry into residential care.

In this role the worker will complete the Part B assessment whilst offering support to the family to ensure children settle into their new placement and that carer have the support and equipment they require.

## KEY RELATIONSHIPS

*Internal:* Kinship Team, Cultural Support Advisors, ADLDM convenors

*External:* DHHS, Schools, Kindergartens and Day-care

## KEY SELECTION CRITERIA

- 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
- Demonstrated experience in working and engaging with Aboriginal families and children.
- Ability to advocate for Aboriginal children and communicate in a clear, culturally appropriate and respectful way with a range of stakeholders including staff and external parties.
- Ability to identify the training and support needs of kinship carers, particularly non-Aboriginal kinship carers in terms of their cultural competence and connection to the Aboriginal community.
- Excellent conceptual and writing skills, with the ability to write reports, including Part B Assessment Reports.
- Strong computer skills.
- Capacity to work both independently as a member of a team and a willingness to participate in training and supervision as requested

## REQUIREMENTS

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

## POSITION ACCOUNTABILITIES

- Provide support to carers and children involved in statutory kinship care placements.
- Provide support to kinship carers who need support in caring for Aboriginal children.
- Regularly visit the children and young people in kinship care placements.
- Provide cultural information and support to non-Aboriginal kinship carers.
- As required organize and facilitate access between the children in kinship care placements and their parents or other family members.
- Identify children's needs using the Looking After Children framework and the resources needed to meet these needs as well as completing LAC documentation.
- Provide information and advice service over the phone to support kinship carers in caring for Aboriginal children.
- Accurately update and maintain client data on the electronic data systems.
- Prepare part B assessment reports.
- Assist in Quality Improvement activities to ensure agency compliance with the Community Service Organization Registration Standards.

## 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.



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Connected by culture

- 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.