

## POSITION DESCRIPTION

<b>Position</b>	<b>Youth Mentor &amp; Camps Organiser</b>
<b>Reports to</b>	Program Manager
<b>Direct Reports</b>	NIL
<b>Status</b>	Fulltime – 12 month contract
<b>Location</b>	Based at Chirnside Park office – Regular Travel to all sites will be required

## 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

This Program has been funded by the Department of Justice and Community Safety Victoria to deliver Staying Strong Cultural and Youth Leadership Camps for Aboriginal and Torres Strait Islander young people. These camps will have focus in building confidences, self-esteem, cultural identity and self-determination supporting young people to better ways of life and making positive life style choices and decisions. Through the camps we want to provide supports for re-engagement back into educational institutions, as well as giving our young people the opportunity to gain the necessary skills and supports in being job ready. We also aim to build positive relationship with Victoria Police so when our young people come into contact with the justice system in our community, they know they will be safe and protected.

This Program is funded to deliver three (3) camps per year until 2021. This provides opportunity for young people that are in the trajectory of entering the justice system or those with minor offense. Each camp will target 3 distinct groups of young men, young women and young people that are parents aged 14 years to 18 years of age

This position is located at Chirnside Park and is based within a Team that includes Kinship Care, Family Services, Leaving Care, Family Violence threptic, AOD and Cultural Support Programs. Aboriginal Children's Healing Team (AHT).

## POSITION SUMMARY

The Youth Mentoring and Cultural Camps Position is a program funded by the Department of Justice and Community Safety Victoria to deliver Staying Strong Cultural and Youth Leadership Camps for Aboriginal and Torres Strait Islander young people, to build connection to identify, community and country.

The key facet of this position is to work collaboratively with Aboriginal and mainstream organisation to develop, structure and take-part in cultural camps for Aboriginal and Torres Strait Islander young people that are at risk of being involved with the Justice System. The position is funded to commence three (3) camps by 2021.

The youth mentoring facet of the position is to provide peer support to Aboriginal and Torres Strait Islander young people who are at risk or have already entered the Youth Justice System. The position encourages working with Youth Justice, Children's Court Youth Diversion and young people within the community through a mentoring and peer support level. The position allows for ongoing networking with Aboriginal organisations and other mainstream support services; including, the education system and VICPOL, to help reduce the over-representation of Aboriginal and Torres Strait Islander young people entering the Justice System.

## KEY RELATIONSHIPS

**Internal:** All VACCA programs including FV, Family Services, ALFDM, ACHT, Youth and Cultural programs.

**External:** Families, Elders, Community, ACCOs, Education, Housing, Healthy, DHHS, Community Service Organisations and ER services.

## KEY SELECTION CRITERIA

1. 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
2. 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
3. Demonstrated experience in working and engaging with Aboriginal families and children
4. Ability to effectively communicate with Aboriginal & Torres Strait Islander young people
5. Ability to work effectively in a multidisciplinary team
6. Experience in organising, developing programs and task to meet program objectives
7. An ability to work effectively with Aboriginal organizations, government departments and community service organizations.
8. Ability to lead youth activities, mentoring, and information session
9. Ability to work autonomously organizing and plan your work days

## 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

The a culturally safe service to support Aboriginal young people to interrupt the trajectory of offending behaviour by strengthening the aspects of their lives that make them less likely to offend.

- Provide mentorships and leadership to Aboriginal youth using trauma informed approach to divert youth towards positive choices and reduce Justice involvement.
- Provide an opportunity for Victorian police ACLO build stronger relationships between Victoria police and koori youth based on mutual respect
- To attend regular meeting with key stakeholders
- Conduct regularly visits the children and young people in placements.
- Provide cultural information and support to families.
- Accurately update and maintain data systems.
- Prepare reports, programs planning and budget
- Assist in Quality Improvement activities to ensure agency compliance with the Community Service Organization Registration Standards.
- Undertake other duties as directed.
- The ability to work with youth and families
- An ability to work flexible hours will be required.
- The ability to deliver the funding requirements for the program

## 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 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.