

## POSITION DESCRIPTION

<b>Position</b>	Family Violence Therapeutic Youth Worker
<b>Reports to</b>	Team Leader – Family Violence Therapeutic Program
<b>Direct Reports</b>	None
<b>Status</b>	Full time, 12-month contract
<b>Location</b>	Preston

## 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

VACCA is delivering Family Violence Therapeutic programs across multiple locations which will deliver culturally safe and trauma informed counselling and group-based work with Aboriginal women, children, adolescents and their families who are impacted by family violence.

Culture, Connection and Healing are central to the design and delivery of Family Violence Therapeutic programs to Aboriginal families. The program model is family focused and where possible, all family members will be involved and supported, individually and as a family. Staff will work within VACCA's Aboriginal therapeutic framework.

- Groups with Aboriginal women will aim to increase the social connection that is interrupted by family violence, and increase participants' self-confidence and self-esteem
- Groups with Aboriginal children will create positive and age-appropriate entry points for children to engage and to heal their understanding of their parents, family and history where impacted by family violence
- Groups with Aboriginal adolescents will provide a platform for them to speak to other young people in a meaningful and relevant way and change behaviours

There is a strong component of action research throughout the program in order to build an evidence base of best practice for working with Aboriginal families. Collaborative working and proactive sharing of the evidence base and lessons learned is essential to this role.

## POSITION SUMMARY

The Family Violence Therapeutic Youth Worker position has been created to provide 1:1 trauma-informed assessment, counselling and group-work to Aboriginal women, children, adolescence and their families who are impacted by or have experienced family violence. The therapeutic youth worker will:

- Provide case management, incorporating a therapeutic response
- Undertake intake and assessment, including family violence risk assessments and safety planning
- Develop a family violence healing plan – identifying risks and strategies
- Support the client with regular review touchpoints
- Engage with client's in-service and outreach (including home visits)
- Support Aboriginal women, children, adolescents and their family through their individual healing journeys by creating or rebuilding strong positive connections between participants and their culture, land, family and community
- Co-deliver Cultural therapeutic Family Violence Group Programs including

- Co-Develop group programs that are provided in a culturally safe place allowing individuals to build trust, yarn up, open up in their own time and heal through the use of therapeutic interventions.
- Establish effective working relationships with partner agencies.

The position will contribute to the delivery of quality, culturally safe approaches to individuals and whole of family as appropriate through applying VACCA's Cultural Therapeutic Ways framework and the Family Violence Therapeutic program guide. Healing through Culture will underpin all aspects of the work.

This position can also be shared with the Aboriginal Family Violence Group Facilitator and Aboriginal Family Violence Therapists positions.

## RELATIONSHIPS

*Internal:* Executive Manager (Regions), Senior Project Manager Family Violence Initiatives, Family Violence Practice Lead, Family Violence Case Workers, Family Violence Therapeutic Practitioners and Aboriginal Therapeutic Group Workers, Family Violence Team Leader and the Research and Evaluation Team

*External:* Community Service Organisations, local program partners

## KEY SELECTION CRITERIA

- Demonstrated understanding of, and commitment to, the values that underpin VACCA's vision and purpose and the capacity to take a leadership role in championing these internally and externally
- Demonstrated understanding and knowledge of Aboriginal culture and values and the importance of identity, and cultural connections in the healing process for Aboriginal children and families
- Demonstrated experience in case management and group facilitation.
- A comprehensive understanding of the dynamics and impact of family violence in Aboriginal families
- Experience and training in risk assessment and safety planning.
- An awareness of working therapeutically and sensitively in a range of healing interventions with Aboriginal women, children, adolescents and families who are impacted and/or have experienced family violence and/or have perpetrated family violence.

## DESIREABLE

- Degree qualification in social work, psychology, family therapy or a related discipline along with demonstrated experience or willing to enroll in a course.

## 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

### PRACTICE AND PROGRAM IMPLEMENTATION

- Deliver culturally safe and high standards of service delivery to Aboriginal children and families impacted by family violence
- Provide culturally appropriate therapeutic interventions to Aboriginal women, children, adolescents and families using Cultural Therapeutic Ways and the program's Cultural therapeutic framework
- Conduct intake, risk assessments and safety planning
- Preform in a client led adaptable manner which aims to utilise any time, space or environment to establish or build or the therapeutic relationship i.e. whilst transporting a client, in a home visit, going for a walk
- Actively transport clients to and from programs
- Preparation of materials required for therapeutic groups such as food preparation
- Provide current and accurate information, resources and supported referral to clients
- Participate in program evaluation through collection of evaluation data (in particular client outcomes data) and contribute to discussions regarding program improvement
- Maintain positive, collaborative working relationships with all professionals and with other therapeutic services
- Actively participate in fortnightly therapeutic supervision sessions
- Contribute to a centralised body of best practice for family violence programs across VACCA

### PROGRAM DEVELOPMENT

- Implement customised program resources such as program manuals, practice and data collection tools to support quality program delivery

## 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 family violence policies and

- Continue the development of a culturally strong and positive working environment using a continuous improvement approach.

#### OTHER

- Participate in internal and external working groups and action learning forums as required
- 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.