

## POSITION DESCRIPTION

<b>Position</b>	Elder Holistic Healing Group Facilitator
<b>Reports to</b>	Team Leader – Family Violence
<b>Direct Reports</b>	Nil
<b>Status</b>	Part time (1 day per week)
<b>Location</b>	VACCA Gippsland – Morwell 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 800 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. 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 is delivering Family Violence Therapeutic programs across multiple locations which will deliver culturally safe and trauma informed one on one counselling and group-based work with Aboriginal Elders, women, men, children, adolescents and 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 group sessions will provide Aboriginal Elders who have been impacted by family violence, opportunities to heal and feel more empowered and more socially and culturally connected within a group setting. VACCA, as a service hub for families and children, are in a unique position to attract Elders into a non-judgemental and supportive environment where complex family situations are understood, and pathways exist to better support individuals within these settings. The model which is aimed at running weekly flexible sessions is designed to be strong in culture, rich in community values, and will mitigate isolation as a risk factor for family violence.

The delivery of Elders Group Sessions will be based on principles of respect for Elders and will promote their profiles in Community.

Groups with Aboriginal Elders will aim to improve self-esteem and the sense of connection to both each other and the local Aboriginal Community. The opportunity for psychoeducation on family violence, including financial abuse, will be built into the sessions, and work alongside the cultural healing components.

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 lessons learned is essential to this role.

## POSITION SUMMARY

The Elders Holistic Healing Group Facilitator position has been created to facilitate group programs with Aboriginal Elders who are impacted by or have experienced family violence. This position will be involved in the design and delivery of new group programs with Aboriginal Elders.

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

The Elders Holistic Healing Group Facilitator will receive localised support from the Regional Project Officer to assist with the implementation, running and continuation of the program.

## RELATIONSHIPS

**Internal:** Executive Manager, Senior Project Manager Family Violence Initiatives, Family Violence Practice Lead, Family Violence Therapeutic Workers and Aboriginal Therapeutic Facilitated Group Workers, Regional Project Officer, Family Violence Team Leader and the Research and Evaluation Team

**External:** Community Service Organisations, local program partners

## KEY SELECTION CRITERIA

- Commitment to VACCA's vision and purpose
- 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
- Demonstrated experience in group facilitation
- A comprehensive understanding of the dynamics and impact of family violence in Aboriginal families
- A demonstrated ability to work therapeutically and sensitively with Aboriginal Elders, children, adolescents, women and/or men who are impacted by and/or perpetrators of family violence
- Ability to provide a flexible service delivery model, outreach and wrap around services and community supports
- Demonstrated competencies in the use of the Microsoft Suite and other data systems, and the openness to continuous training to ensure proficiency with the use of specific Family Violence and VACCA IT systems

## QUALIFICATION

- A TAFE or Tertiary qualification in a relevant field along with demonstrated experience will be highly considered but not essential

## REQUIREMENTS

- You must have and continue to hold a full Victorian Driver's Licence and a current employment working with children check card
- Current COVID-19 vaccination (including booster dose, as applicable)

## POSITION ACCOUNTABILITIES

## PRACTICE AND PROGRAM IMPLEMENTATION

- Deliver culturally safe and high standards of service delivery to Aboriginal Elders impacted by family violence
- Provide culturally appropriate group programs to Aboriginal Elders using the program's evidence-based framework
- Preform in an Elder 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 Elders to and from groups
- Preparation of materials required for therapeutic groups such as food preparation etc
- Conduct intake, risk assessments and safety planning
- Provide current and accurate information, resources and supported referral to Elders
- 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.