

POSITION DESCRIPTION

Position	Aboriginal Practice Leader
Reports to	Family Violence Program Manager
Direct Reports	No direct reports
Status	Full time (38 hrs a week)
Location	Broadmeadows, Craigieburn & Sunbury

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 Orange Door Hub provides a safe way for adults, children and young people to access services when they are experiencing or using family violence or need support with the care, development and wellbeing of their children and young people. The Hub focuses on each individual person and provides a tailored individual or whole family professional approach accordingly.

Hubs are accessible, safe and welcoming, providing quick and simple access to the support and safety families or individuals need. The Hubs will also engage people who use violence and plan interventions to hold them to account.

VACCAs -Hume Moreland Orange door team will deliver high quality support services to Aboriginal women, men and children experiencing and using family violence, and promote wellbeing in a holistic approach. The team are responsible for providing comprehensive assessments for both child wellbeing and family violence, referring families to supports in the wider service system.

POSITION SUMMARY

The Aboriginal Practice Leader (APL) is an established leadership position in each Hub.

The APL will work in close partnership with the Hub Manager, other Hub Practice Leaders, the Hub Aboriginal Response Team, the Service System Navigator and Team Leaders to lead high quality, culturally safe and effective responses to Aboriginal people seeking support and safety through the Hubs. Additionally, the Aboriginal Practice Leader will work to build and maintain effective partnerships with local Aboriginal services, communities, and Aboriginal governance groups.

APL's are responsible for providing practice leadership and expert advice to the Hub workforce on culturally safe and inclusive specialist family violence and child Wellbeing services, including interventions for people who use violence. The Aboriginal Practice Leader will provide secondary consultations to internal and external stakeholders and proactively build cultural safety and competence within the Hub. The Aboriginal Practice Leader will have oversight of high-risk cases and have a caseload when required.

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); Child Protection; Aboriginal Advisory Group; other community welfare services.

KEY SELECTION CRITERIA

Knowledge and skills

- **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:** with a commitment to continually build knowledge of such, along with a high level of awareness of the key issues which impact upon Aboriginal communities.
- **Strong contemporary knowledge of Aboriginal culture, aspirations and self-determination:** has a strong understanding of the local service delivery environment for Aboriginal children, families and communities in the local area.
- **Demonstrated experience in Child Wellbeing assessments and Family violence risk assessments:** knowledge of, or willingness to learn, the Best Interest Case Practice Model and the Family Violence Multi-Agency Risk Assessment Management (MARAM) Framework.
- **Works collaboratively to drive cultural change:** has a clear concept of the culture required to deliver effective, culturally safe and responsive services for Aboriginal people within an integrated practice context; designs and delivers innovative practices that enhance quality practice standards for Aboriginal people; understands how to build and establish effective practice cultures, identifies change required, describes reasons for it and engages people who can deliver the change.
- **Expert knowledge and practice leadership roles within Aboriginal services:** has established expertise and capability to lead and embed culturally safe and responsive practice as part of an integrated service model of collaborative service delivery and quality clinical practice in the Hubs; has highly developed leadership, negotiation and relationship building skills; has deep understanding of the role of the law and legal system in the context of responding to family violence; has knowledge of practice with Aboriginal women, children, families, victims and perpetrators of family violence; has experience working in multi-disciplinary and multi-agency contexts.
- **Systems thinking:** diagnoses trends, obstacles and opportunities 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.

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.

SPECIALIST EXPERTISE

- **Bachelor of Social Work or equivalent or willingness to obtain.**
- **Professional practice experience:** in family violence services, child and family services and or the broader social services sector is essential.

REQUIREMENTS

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

This is an Aboriginal and/or Torres Strait Islander designated position, classified under Section 12 Special Measures of the Equal Opportunity Act 2010. This employment opportunity is only available to Aboriginal and Torres Strait Islander people.

POSITION ACCOUNTABILITIES

- Leading and supporting culturally safe and responsive practice for Aboriginal children, women and men.
- Leading, mentoring and developing Hub Practitioners and Team Leaders in working with Aboriginal children, women and men.
- Leading and providing oversight for families who are considered to be high-risk.
- Building the cultural safety of the Hub and supporting choice and self-determination of Aboriginal people.
- Liaising with and providing specialist or secondary consultation to organisations and services within the Hub network in order to discuss direct service issues for Aboriginal people accessing services through the Hub.
- Working with local Aboriginal governance groups to provide connection between Aboriginal services, communities and the Hub.
- Supporting system and service improvement.
- Working collaboratively with the Hub Manager and Service System Navigator to build and maintain effective partnerships with Aboriginal services to support choice for Aboriginal people.
- Managing stakeholder relationships through effective negotiation and influence, harnessing this network to support Aboriginal people and ensure effective Hub operations.

- Oversee, monitor and deliver projects to respond to local needs, ensuring they are delivered in a culturally safe and effective way, in accordance with self-determination and relevant legislation and government regulations and guidelines.
- Keep accurate and complete records of your work activities in accordance with legislative requirements and the Victoria Government's, information security and privacy policies and requirements.
- Take 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 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.

