

POSITION DESCRIPTION

Position:	Hub Practitioner- Aboriginal Team
Reports to:	Team Leader- Aboriginal Team
Direct Reports:	N/A
Status	Full time (38 hrs pw)
Location:	NEMA Orange Door – 56 Burgundy Street Heidelberg

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 main aim of this Orange Door -Hub, is to provide a new way for Aboriginal women, children and young people experiencing family violence, and Aboriginal families in need of support with the care, development and wellbeing of children and young people, to access coordinated support from community, health and justice services.

The Hub focuses on perpetrators of family violence, to keep them in view and play a role in holding them accountable for their actions and changing their behaviour. Hubs will be accessible, safe and welcoming to people, providing quick and simple access to the support and safety they need. The Hubs will engage perpetrators and plan interventions to hold them to account.

VACCA -NEMA Orange door teams work to deliver high quality service to Aboriginal women, men and children experiencing family violence and to promote wellbeing in a holistic approach, participation in the broader community and access to relevant services. The teams provide clients with comprehensive assessments for both child wellbeing and family violence and support clients in accessing wider service system.

POSITION SUMMARY

Reporting to the Team Leader- Aboriginal Families, the Hub Practitioner will be responsible to ensure culturally safe and affective responses to Aboriginal families and children seeking support and safety through the Hubs.

This position will work in conjunction with Aboriginal Practice Leaders and other Hub practitioners and Orange Door leadership in delivering the services to the Aboriginal women, men and children who enter the hub intake system to receive support and access the wider service system

KEY RELATIONSHIPS

<i>Internal:</i>	VACCA staff and community, including client service regional management and staff.
<i>External:</i>	Support and Safety Hub Staff; Family Safe Victoria (FSV); Government departments; Aboriginal Community Controlled Organisations (ACCO's); other child welfare services, Aboriginal Advisory group

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
- Proven ability to work and engage with Aboriginal families and children
- Demonstrated understanding and application of Family Domestic Violence models (MARAM,), approaches, theories and practiced when dealing with clients
- Demonstrated understanding and application of Information sharing scheme (FVISS, CISS)
- Demonstrated understanding of Family Support Services and different models of intervention.
- Demonstrated knowledge and understanding of Intake processes and assessment of risk.
- Proven ability to work collaboratively with other programs and services to achieve optimal outcomes for clients.
- Demonstrated ability to advocate on behalf of children, young people, individuals and families.
- Proven experience in case management tasks, such as assessments, referrals, case planning and case closure.
- Demonstrated ability to participate in the development of policy and program development.
- Demonstrates effective and culturally appropriate interpersonal skills e.g. active listening, empathy in all verbal and non-verbal communications
- Demonstrated ability to prepares accurate documents and reports e.g. case notes, incident reports, court reports, work reports that meet audience needs.
- Proven ability to support the use of new technology and takes opportunity to build new skills

QUALIFICATION

- Tertiary qualification in social work, social sciences or related field or working experience and expertise in the sector.

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

- Leading and supporting culturally safe and responsive practice in the Hub with Aboriginal children, women and men.
- To undertake assessments of Aboriginal people and families referred through the Hub intake system.
- To support, inform and assist Aboriginal people and families referred through the Hub and throughout involvement.
- Supporting the Hub Team through consultation, education and outreach to ensuring that their work with Aboriginal families is culturally responsive.
- 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.
- Working collaboratively with the Aboriginal Practice Leader to build and maintain effective partnerships with Aboriginal and Mainstream services to support choice for Aboriginal people.
- 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.