POSITION DESCRIPTION

Position	Residential Care Case Manager
Reports to	Program Manager
Direct Reports	NA
Status	Full Time
Location	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

The Aboriginal Therapeutic Residential Care Program operates from a Trauma informed framework. It utilises current best practice developed from Trauma, Relational and attachment theories. The program works on the premise that connection to cultural is a powerful factor in healthy identity formations and ongoing healing and recovery from Trauma. The program framework recognising the impact of ongoing intergenerational trauma, racism and other forms of cultural abuse which Aboriginal children and their families have suffered.

The program aims to provide a culturally safe, nurturing and healing home environment for the children, meeting the children's individual needs using a culturally therapeutic approach. The child's Aboriginal identity, rights and connection to their family, land, and community are privileged.

The cultural foundation for the program has the following components; Cultural Safety, Cultural Rights, Cultural Responsibilities, Aboriginal understanding of family and kinship structure, Aboriginal understandings of culture as resilience. As well as this the program seeks to comply with the Best Interests Principles, and the Aboriginal Child Placement Principle.

The Therapeutic foundation has reference to the work of James Anglin, Dr Bruce Perry, Daniel Hughes, Van der Kolk, Dr Allan shore and Dr Dan Siegel and Dr Judy Atkins.

POSITION SUMMARY

The Residential Care Case Worker will engage with the children and young people to develop a nurturing, positive relationship and to assist each child to deal with their trauma based responses to life in a way that promotes healing, emotional growth and development of positive attitudes and life skills.

The Residential Care Case Worker will have a minimum qualification of at least a Diploma level.

KEY RELATIONSHIPS

Internal: Stakeholders include the clients, Executive Manager, Program Managers, House Managers, Case Managers, Cultural Support Workers, Residential Care workers, Therapeutic Specialists and Administration support.

External: DHHS, children's school and education staff, medical and health practitioners, legal representatives and other community organisation with whom the children are involved.

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
- A demonstrated ability to contribute to Aboriginal children's emotional, physical, psychological and cultural development including a proven ability to work with Aboriginal children with a range of complex and diverse needs.
- An ability to respond therapeutically to Aboriginal children's pain-based behaviours indicating an understanding of the impact of trauma and disrupted attachment on children.
- Ability to participate pro-actively and openly in the therapeutic team including the ability to give and receive feedback in a constructive, respectful manner.
- Well-developed written and oral communication skills including the ability to write case notes, Incident Reports and reports on the children as required.
- A willingness to participate in training and supervision as requested.
- Ability to work collaboratively with child protection workers, schools, police and Aboriginal and mainstream organizations.

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

- Provide an effective and timely casework and case management service to Aboriginal children living in Residential Care, within VACCAS's service delivery framework.
- Work with the child, parents, extended family and Residential Care team to develop, monitor and review: Cultural Support Plans, Best Interest Case Plans, LAC Care Plans (for the immediate and long-term safety, stability and development of the child) & Life Story work.
- Provide an Aboriginal professional practice approach that includes empowering and strengthening children and families, building resilience through culture, taking a holistic approach and using narrative for assessment and planning. This includes working with families to resolve any issues that affect child safety so that a child can return home wherever possible, or so that the family can be a positive and ongoing part of the child's life.
- Take a lead role in Looking After Children care planning and review meetings, facilitate and chair Care Team meetings, between clients and stakeholders, to ensure collaborative planning.
- Maintain up-to-date case notes and Looking After Children records, using the Client Relationship Information System (CRIS) for recording, analysis and review of client information.
- Build partnerships and work collaboratively with children, their families, carers and other service providers, including the Department of Health & Human Services, to deliver culturally-appropriate and coordinated service delivery to children and their families.
- Operate as part of a therapeutic team which includes working co-operatively and openly with colleagues, a willingness to share information, being receptive to the ideas of others, and being emotionally robust and respectfully honest. This includes the ability to remain calm and professional when managing any challenging and confronting behaviours of the children within the context of understanding that the behaviour is a response to trauma and neglect and needs a pro-active, therapeutic response.
- Utilise daily activities to assist each child to deal with their trauma based responses to life in a way that promotes healing, emotional growth and development of positive attitudes and life

skills including effectively communicating with the children regarding their individual needs and presenting behaviours within the agreed therapeutic approach to assist the children in their social and emotional development.

- Pro-actively engage with the children and young people to develop a nurturing, positive relationship with each child. This includes working respectfully and co-operatively with the children's families, facilitating and supporting the child's contact with their family and friends according to the Best Interests Plan and the Individual Treatment Plan.
- Undertake all mandatory training as required and participate in supervision, clinical reflection, training and meetings as requested and assist in Quality Improvement activities to ensure agency compliance with the Community Service Organization Registration Standards.
- Ensure all administrative forms required by the agency in relation to your employment are completed in the correct timeframe such as time sheets, car log sheets, leave forms etc and always ensure that the House Supervisor or Managers are informed of any significant developments relation to a child or young person's care, safety or welfare.
- To work collaboratively with Therapeutic clinician, House Managers and Residential Care staff and to work with, and report to, Program & Executive Managers, participating in regular supervision and performance development.
    - To ensure children living in the VACCA Residential Care have adequate education support, access all appropriate resources and services to maximise their educational outcomes.
- To liaise with schools, teachers, Case workers, carers, children's therapists and all relevant personnel to ensure a co-ordinated approach meets the educational needs of all residents, ensuring regular educational progress is monitored and supported.
- To liaise with relevant services and advocate on behalf of clients/children to ensure access to resources, appropriate funding and facilities where necessary including reporting to DHHS 'Children in residential care education support' regarding statistics of children in care and support offered.
- To complete an Individual Education plan with for each child and develop relevant education activities and curriculum as part of the implementation of each child's Individual Learning Plan.

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