

POSITION DESCRIPTION

Position	Foster care recruitment, assessment and training worker
Reports to	Program Manager – Foster Care recruitment, Assessment, Training and Retention
Direct Reports	N.A.
Status	Full time (38 hrs per week)
Location	Wodonga/ Wangratta

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 VACCA Extended Care Program provides a culturally safe service to support Aboriginal children and young people who are in out-of-home care placements.

The Program provides home-based care to Aboriginal children who cannot live with their parents. VACCA works towards reuniting children wherever possible with their natural parents and extended families..

POSITION SUMMARY

The Foster Carer Support, recruitment, assessment and training position is responsible for ensuring that robust systems are in place for the recruitment, training, assessment and retention of volunteer foster carers.

This position requires an ability to work flexible hours.

KEY RELATIONSHIPS

Internal: Foster care recruitment team, OOHC foster care team, Managers and team-leaders, Foster care Panel members, Continuous Quality Improvement (CQI), Regional Systems Integrations Officers and Coordinator, VACCA staff from assigned region.

External: Government departments, funding bodies and other ACCOs and CSOs, Fostering Connections/CFECFW

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 sound knowledge and understanding of Aboriginal culture and values and the ability to effectively communicate with Aboriginal people.
- A sound knowledge and understanding of issues, policies, legislation and practices in relation to child and family welfare and in particular, children in out-of-home care.
- Well-developed written and oral communication skills and the ability to prepare reports with preferred experience and ability in written psycho-social assessments.
- Excellent customer service skills. Provides clients/community members with high quality, culturally appropriate service and referrals.
- A demonstrated ability to mentor volunteers by providing them with relevant information, support, feedback about their care, and opportunities for professional development.
- Facilitation skills for information sessions and training sessions.
- A demonstrated capacity to work as part of a team.
- An ability to work flexible hours- including weekend work

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

POSITION ACCOUNTABILITIES

- To undertake psycho-social foster carer assessments using a standardised framework
- b. To ensure that foster carers participate in carer training and are competent to provide care and meet the needs of Aboriginal children.
- c. To support the facilitation of the Our carers for Our Kids training package for Potential foster carers.
- d. To maintain the foster care recruitment data base and to ensure that carer data is collated, recorded and monitored for the program
- e. Contributes to enhancement of quality practice and ensures that own work complies with accreditation/quality standards
- f. To take a lead role for carer gatherings and support networks and to assist with carer caregiver reviews and feedback.
- g. To implement a foster carer recruitment and marketing strategy within the community.

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 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.

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.