



POSITION DESCRIPTION

Position	Women's Cultural Healing Facilitator - Beyond Survival Program
Reports to	Practice Lead- Justice
Direct Reports	NA
Status	Full time ongoing
Location	Preston Office

BACKGROUND

The Victorian Aboriginal Child Care Agency (VACCA) is the largest organisation 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

In 2016 the state government sought submissions to 'Kaka Wangity Wangin-Mirrie - Come Listen Hear'

Cultural Programs seeking services that would focus on:

- Cultural Strengthening
- Family Violence (victims and perpetrators)
- Healing
- Parenting
- Women's Healing and victimisation

VACCA applied and was successful in receiving funding to run both men's and women's cultural healing groups in Correctional Centre's across Victoria.

POSITION SUMMARY

The Women's Cultural Healing Worker will contribute to the development, implementation and delivery of an Aboriginal Women's Cultural Healing Program that support Aboriginal women who are in prison in Victoria and their transition back to their families and community. The focus of the role is to:

- Develop, implement and deliver an Aboriginal women's cultural healing program for Aboriginal women in prison
- Build community networks and work with Elders to engage in the programs across selected prisons.
- Build partnerships with relevant external stakeholders with services that enhance Aboriginal women's connections back to their families and community
- Identify and work partnership with other VACCA programs that will enhance Aboriginal women's connection back to their families and community

KEY RELATIONSHIPS

Internal: Koorie Women's Diversion Programs, AOD, Family Violence, Link-Up, Disability, Out of Home Care, Housing and Homelessness, Youth Through Care, Family Reservation and Reunification, Cultural Camps, Emergency Relief and other as identified

External: Bringing Them Home workers, Aboriginal Community Controlled Organisations, Victorian Aboriginal Legal Services, Connecting Home, DFFH, Jesuits Social Services

KEY SELECTION CRITERIA

- Demonstrated understanding of, and commitment to, the values that underpin VACCA's 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
- Demonstrated experience in working and engaging with Aboriginal families and children/
Demonstrated experience in child and family sector
- Experiences in working with vulnerable women and/or an understanding of needs of clients with complex needs.
- Capacity to build relationships with Aboriginal Community Controlled Organisations, government departments and community sector organisations.
- Planning and organisational skills, with experience in establishing properties, allocating resources and meeting deadlines.
- Well-developed communication skills with the ability to build relationships with key organisations and stakeholders.
- Demonstrated experience in developing, implementing and delivering programs that address the cultural needs of Aboriginal people.
- Ability to work both independently and within a team

REQUIREMENTS

- You must have and continue to hold a full Victorian Driver's Licence, a current employment Working with Children Check card and a National Police Check.
- Ability to work flexible hours when required and ability to travel throughout Victoria
- Current COVID-19 vaccination

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

- Reporting quarterly against the deliverables to Corrections Victoria
- Attendance and contributing to relevant corrections and justice advisory committees
- Building and maintaining relationships with relevant ALO's and AWO's to ensure the individual needs of Aboriginal women they are responsible for is considered within the program
- Building and maintaining relationships with local Elders, seeking their advice and involvement into the development and delivery of the program
- Building and maintaining relationships with local Aboriginal Community Controlled Organisations (ACCOs) to advise them of the program and to identify any pre and post services that ACCOs clients are able to access
- Provide advice to VACCA Management in relation to service needs and gaps for Aboriginal women in custody.
- Contributing to the mapping of current services across the state, identifying the service gaps for women on release from prison
- Delivering 4 programs per year in nominated prisons across Victoria
- Participating in regular individual supervision and team meetings



VACCA
Connected by culture

- Participating in training and relevant professional development programs
- Maintaining VACCA's COVID Safe work environment and practices
- Adhere to any Corrections Victoria COVID 19 Safe working requirements when working with Aboriginal Women in Prison

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.