

POSITION DESCRIPTION

Position	Team Leader - Family Violence Men's and Group Worker
Reports to	Senior Program Manager, Family Violence
Direct Reports	Family Violence Case Managers and Group Facilitators – 4-6 direct reports
Status	Full-Time (38 hrs pw)
Location	Gippsland Region (Morwell VACCA Office)

BACKGROUND

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

VACCA delivers culturally safe and trauma informed case management, one on one counselling, and group-based work with Aboriginal men, women, children and families who are impacted by family violence.

Culture, Connection and Healing are central to the design and delivery of this program to Aboriginal families. The program model is family focused and where possible, all family members will be involved and supported, individually and as a family. Staff will work within VACCAs Cultural therapeutic framework.

VACCA's Cultural Therapeutic Ways framework (CTW) is the intersection of cultural practice with trauma and self-determination theories. The core premise is informed by an understanding of the trauma held by Aboriginal families as a result of ongoing processes of colonisation. This practice will ensure this program makes a critical contribution to research and building the evidence base for leading practice in working with Aboriginal families.

The Team Leader position will oversee staff delivery of one or more of the following:

- Provide opportunities to build on Aboriginal Ways of child rearing and a collective sense of responsibility for raising children in the Aboriginal community
- Groups with Aboriginal Elders that will aim to improve self-esteem and the sense of connection to both each other and the local Aboriginal Community. The opportunity for psychoeducation on family violence, including financial abuse, will be built into the sessions, and work alongside the cultural healing components.
- Groups with Aboriginal men will apply a strengths-based and culturally embedded approach to healing and will enable men to take up their rightful place in Community with the knowledge that women and children have an inviolable right to be seen, to be heard, to be nurtured and to be safe.
- Six healthy respectful relationship camps will be delivered to adolescents over two years funded by the Dhelk Dja Family Violence fund through Family Safety Victoria. The camps are facilitated for Aboriginal young people to learn about health and respectful relationships in a culturally safe, trauma informed and therapeutic environment.
- Groups with Aboriginal elders, men and adolescents will aim to increase the social connection that is interrupted by family violence and increase participants' self-confidence and self-esteem.

POSITION SUMMARY

The Team Leader position will provide leadership, direction and support to family violence case managers, and group facilitators employed within the family violence program. The role proactively ensures broad engagement with other VACCA programs. This position will contribute to the quality development and implementation of the program which delivers trauma informed therapeutic healing

and repair, aligned with current family violence frameworks, to support to a broad range of clients. This may be across one or more locations.

This position will provide staff with regular professional supervision and appropriate development and training opportunities to provide a quality service.

This position will oversee establishment, program delivery, and review for the following VACCA programs:

- Men's Holistic Healing Groups
- Men's Perpetrator Case Management and Groups
- Men's Perpetrator Homelessness Intensive Case Management

KEY RELATIONSHIPS

Internal: Executive Manager (Gippsland), Senior Program Manager Family Violence, Family Violence program staff, Community Elders and other VACCA programs.

External: Dhelk Dja Action Regional Action Group, Department of Families, Fairness and Housing, Community members, Corporate stakeholders, Family Safety Victoria, Community Service Organisations, Local program partners, Department of Justice and Community Safety, Victoria Police, Community Housing Ltd.

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.
- Demonstrated experience in working and engaging with Aboriginal families and children/ Demonstrated experience in child and family sector.
- Demonstrated experience in the successful delivery of risk assessments and safety plans.
- Knowledge and experience in the application of relevant legislation and professional guidelines (including children and young people at risk, MARAM, Family Violence Information Sharing Scheme, Child Information Sharing Scheme, relevant professional Code of Ethics and Practice Standards, and privacy requirements).
- Demonstrated experience in the successful delivery of appropriate therapeutic healing interventions to Aboriginal women, men, children and families.
- A comprehensive understanding of the dynamics and impact of family violence in Aboriginal families.
- Excellent communication skills and an ability to develop trusted relationships with Aboriginal community members and elders.
- A proven ability to develop, manage and lead a team in quality practice with a demonstrated capacity to:
 - Engage successfully with Aboriginal staff and clients.

- Assess and manage risk for highly vulnerable children and families.
- Effectively manage conflict.
- Assess staff competencies and needs.
- Deliver reports on target progress using relevant program software.

QUALIFICATION & EXPERIENCE

- Appropriate qualifications in Social Work, Health Services or a related discipline is essential or willingness to obtain

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, or successfully obtain one prior to commencement.
- Current COVID-19 vaccination

POSITION ACCOUNTABILITIES

CLINICAL PRACTICE

- Ensure culturally safe and high standards of service delivery to Aboriginal children and families impacted by family violence.
- Provide trauma informed practice leadership in accordance with program guidelines.
- Provide therapeutic leadership, case direction and individual supervision to group facilitators and family violence staff within the programs.
- Contribute to ongoing action research throughout the program and implementation of lessons learned.
- Promote and maintain positive, collaborative working relationships with all professionals and with other therapeutic services.
- Contribute to a centralised body of best practice for family violence programs across VACCA.

VACCA PROGRAM DEVELOPMENT

- Contribute to the development, implementation, and maintenance of innovative and culturally safe therapeutic programs for Aboriginal children and their families impacted by family violence.
- Contribute to the implementation of customised program resources such as program manuals, practice, and data collection tools to support quality program delivery.
- Contribute to the design, development and facilitation of customised family violence training and professional development programs to ensure consistent quality service delivery to clients.
- Ensure implementation of quality assurance and quality improvement frameworks for family violence programs across VACCA.
- Complete acquittals and extract monthly data for relevant software reporting tools.

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.