

POSITION DESCRIPTION

Position	Family Violence Therapeutic Counsellor
Reports to	Executive Manager
Direct Reports	None
Status	Full time
Location	Melton/Werribee

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

VACCA is delivering Family Violence Therapeutic programs across multiple locations which will deliver culturally safe and trauma informed one on one counselling and group-based work with Aboriginal women, children, adolescents and families who are impacted by family violence.

Culture, Connection and Healing are central to the design and delivery of Family Violence Therapeutic programs 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 VACCA's Aboriginal therapeutic framework.

There is a strong component of action research throughout the program in order to build an evidence base of best practice for working with Aboriginal families. Collaborative working and proactive sharing of the evidence base and lessons learned is essential to this role.

POSITION SUMMARY

The Family Violence Therapeutic Counsellor positions have been created to provide 1:1 trauma-informed assessment and counselling to Aboriginal women, children and their families who are impacted and/or have experienced family violence. The therapist will:

- Deliver 1:1 therapeutic Counselling Program
- Undertake intake and MARAM risk assessment
- Develop a family violence healing plan – identifying risks and strategies
- Support the client with regular review touchpoints
- Engage with clients in-service, home-based visits
- Support individual Aboriginal women, children, adolescents and their family through their individual healing journeys by creating or rebuilding strong positive connections between participants and their culture, land, family and community
- Co-deliver Culturally therapeutic Family Violence Group Programs including
- Co-Develop group programs that are provided in a culturally safe place allowing individuals to build trust, yarn up, open up in their own time and heal through the use of therapeutic interventions.

The position will contribute to the delivery of quality, culturally safe approaches to individuals and whole of family as appropriate through applying VACCA's therapeutic framework and program guide. Healing through Culture will underpin all aspects of the work.

This position can also be shared with the Aboriginal Family Violence Group Facilitated positions.

RELATIONSHIPS

Internal: Executive Manager (Regions), Senior Project Manager Family Violence Initiatives, Family Violence Practice Lead, Family Violence Therapeutic Workers and Aboriginal

Therapeutic Facilitated Group Workers, Family Violence Team Leader and the Research and Evaluation Team

External: Community Service Organisations, local program partners

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
- A comprehensive understanding of the dynamics and impact of family violence in Aboriginal families
- A demonstrated ability to work therapeutically and sensitively in a range of healing interventions with Aboriginal women, children, adolescents and families who are impacted and/or have experienced family violence
- Substantial and relevant experience working across Family Violence, Child and Family Welfare Services and the Aboriginal sector.

QUALIFICATION

- A tertiary qualification in social work, psychology, family therapy or a related discipline along with demonstrated experience

REQUIREMENTS

- You must have and continue to hold a full Victorian Driver's Licence and a current employment working with children checkcard
Current COVID-19 vaccination

POSITION ACCOUNTABILITIES

PRACTICE AND PROGRAM IMPLEMENTATION

- Deliver culturally safe and high standards of service delivery to Aboriginal children and families impacted by family violence
- Provide culturally appropriate therapeutic interventions to Aboriginal women, children, adolescents and families using the program's Cultural therapeutic framework
- Conduct intake, risk assessments and safety planning
- Preform in a client led adaptable manner which aims to utilise any time, space or environment to establish or build or the therapeutic relationship i.e. whilst transporting a client, in a home visit, going for a walk
- Actively transport clients to and from programs
- Preparation of materials required for therapeutic groups such as food preparation
- Provide current and accurate information, resources and supported referral to clients

- Participate in program evaluation through collection of evaluation data (in particular client outcomes data) and contribute to discussions regarding program improvement
- Maintain positive, collaborative working relationships with all professionals and with other therapeutic services
- Actively participate in fortnightly therapeutic supervision sessions
- Contribute to a centralised body of best practice for family violence programs across VACCA

PROGRAM DEVELOPMENT

- Implement customised program resources such as program manuals, practice and data collection tools to support quality program delivery

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 family violence policies and
- Continue the development of a culturally strong and positive working environment using a continuous improvement approach.

OTHER

- Participate in internal and external working groups and action learning forums as required
- 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.