

Job Description:

Job Title:	Cultural Mentor		
Job Type:	casual	Location:	Wangaratta/Wodonga
Reports to:	Team Leader	Direct Reports:	
1. Job Purpose:			
<p>Targeted Care Packages (TCPs) are an initiative of the Department of Health and Human Services in response to the State Government priority to reduce the number of children/young people residing in residential care- the priority group being Aboriginal children and under 12s.</p> <p>The VACCA Targeted Care Packages Program is a relatively new program that provides culturally relevant support to Indigenous young people to a) successfully transition out of residential care to any alternative form of placement where their needs will be better met or b) preserve and sustain their current placements to prevent them from entering residential care.</p> <p>TCPs are creative and innovative care packages developed around specific children / young people aged 0-19 years as a wrap-around service incorporating all aspects of support and brokerage required in order to meet the above said objectives. TCPs are designed to provide holistic support to children / young people, their family, carers and others through a care team model, across the service system. They are designed to follow the child / young person throughout the remainder of their care experience if required, and for a period of up to six months post reunification or permanent care and up to twelve months from the end of their last order. By their nature, TCPs are designed to sit outside of traditional program boundaries.</p> <p>The TCP Cultural Mentor provides Culturally respectful support to clients to provide them with the opportunity to connect with their culture and community.</p> <p>This is an identified position which means that: 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</p>			
2. Position Accountabilities			

Cultural Mentoring

- To provide Cultural mentoring to children within the TCP program
- To ensure that children are connected to culture and community - To ensure children are provided with a culturally safe service **Administration**
- Ensure the case management, care giver, clients notes and all critical client information are captured electronically to ensure high standards of service delivery.

Relationship and Collaboration

- To develop co-operative working relationships with external agencies and providers to optimise client service delivery and referral

Program Development

- Participate in the continuous development of program guidelines and evaluations processes for the program to ensure high standards of service delivery of program.

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Others

- To participate in supervision, staff appraisal and staff development to uphold VACCA's policies of professional development.
- Participate in team meetings or client care team meetings as deemed necessary by the Team Leader. - Regular travel is required for this role.

3. Key Selection Criteria

Knowledge & Skills

- Demonstrated commitment to self-determination and experience working effectively with Aboriginal people and organisations.
- 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
- Growing knowledge and/or lived experience with an understanding of Child Protection and out of home care system.
- Knowledge of the issues faced by children and young people in care/ leaving care.
- Demonstrated ability to work in a culturally respectful and competent manner, with young people, their families and communities, to ensure that cultural connections are fostered and maintained.

Competency Requirement

- **Time Management:** Prioritises work; delegates appropriately demonstrating an understanding of the competing demands of community aspirations, organisational, team, individual and stakeholder priorities, and ensures key requirements are met
- **Flexibility-** Availability to work flexible hours will be an advantage. Out of hours and weekend work will be required
- **Communication:** Develops and communicates clear, culturally appropriate, respectful and consistent messages to staff clients and community members
- **Written Communication:** Prepares accurate documents including, reports requested by the programs, case notes and case reports that meet audience needs
- **Problem Solving** Implements organizational policies, procedures and systems to address incidents and problems and assists team members to develop culturally appropriate solutions
- **Interpersonal skills** Models appropriate interpersonal skills, self-awareness, self-management, and community/ cultural awareness in communications, problem solving and conflict resolution
- **Risk Management:** Manages risk and reports on mitigation strategies and recommends improvements

Personal Attributes

- Empathy, Compassion, Resilience, Motivation, Advocacy and Professionalism

Mandatory requirements:

- Must have and continue to hold a full Driver's Licence
- A current employment working with children check card or willingness to get one.
- Current COVID-19 vaccination

<p>Key internal relationships:</p>	<p>Department, Project, Position titles etc. Examples: Client service staff</p>	<p>Key external relationships:</p>	<p>Agency name, Department, Project, Position titles etc. Examples: DHHS, ACCOs etc.</p>
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ABOUT THE ORGANISATION:

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 designs, develops and delivers programs with self-determination and an understanding that the intergenerational trauma experienced by our community requires intergenerational and community healing. Through Cultural Therapeutic Ways VACCA is implementing a whole of agency approach to guide VACCA’s practices of healing for Aboriginal children, young people, families, community members and carers who come into contact with our services, as well as creating a safe and supportive workplace for staff.

Our principles & Values

Best Interest of the Child
Self- Determination

Aboriginal Cultural Observance
Healing and empowerment

Respect
Excellence

We are committed to a safe and supportive working environment where Aboriginal staff can thrive. We aim to ensure every individual at VACCA 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.

Please visit www.vacca.org to know more about us.