

Putting Families First - Partnership



POSITION DESCRIPTION

Position	Lead Family Practitioner & Community Connector (LFP & CC)
Reports to	Program Manager- Family Services
Direct Reports	NA
Status	Full time (38 hrs a week) - after hours work maybe required.
Location	Western Melbourne – Brimbank Melton

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 exciting consortium and in partnership with OzChild, Youth Support and Advocacy Service (YSAS), Australian African Foundation for Retention and Opportunity (AAFRO), Charis Youth and Community, has been chosen to lead and deliver the new and innovative Putting Families First (PFF) program in the Brimbank Melton area.

The consortium has come together with a shared vision of achieving better outcomes for young people and their families and in recognition and respect of each agency's breadth and depth of skills, knowledge, expertise and cultural match. Lead Family Practitioner & Community Connector (LFP & CC) aims to intensively support people who come into contact with both the Child Protection and the Justice systems to make sustained change in their family's lives. In Brimbank Melton the people PFF will be working with come from a diverse range of communities.

The (ALFP & CC) will work intensively, collaboratively, and persistently with a whole of family lens, whilst utilising a range of evidence informed practice elements, including (but not limited to): Ensuring a 'whole of family approach' to service interventions to improve life outcomes and create lasting change

POSITION SUMMARY

The Lead Family Practitioner & Community Connector (LFP & CC) is an established position in the consortium.

The LFP & CC will work in close partnership with the consortium partners, and the leadership team to lead high quality, culturally safe and effective responses to Aboriginal people seeking support and safety through the Putting Families First program. Additionally, the Lead Family Practitioner & Community Connector will work to build and maintain effective partnerships with local Aboriginal services, communities, Aboriginal governance groups and mainstream services.

The Lead Family Practitioner is responsible for complex care coordination of children, young people and their families who are often subject to entrenched disadvantage and who have come into contact with the Child Protection and Justice systems.

The Community Connector role will be part of the interdisciplinary team. This role will work alongside the Lead Family Practitioner in the provision of direct one-on-one support and assistance to families to access, participate and be included in their community.

KEY RELATIONSHIPS

Internal: VACCA staff and community, including client service regional management and staff.

External: Support and Safety Hub Staff; Family Safe Victoria (FSV); Government departments; Aboriginal Community Controlled Organisations (ACCO's); Child Protection; Aboriginal Advisory Group; other community welfare services. Department of Families, Fairness and Housing (DFFH), Legal Services, Mental Services, Members in the Consortium

KNOWLEDGE AND SKILLS

- 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 with a commitment to continually build knowledge of such, along with a high level of awareness of the key issues which impinge on the health and wellbeing of Aboriginal community members.
- Demonstrated experience in Child Wellbeing assessments and Family violence risk assessments: knowledge of, or willingness to learn, the Best Interest Case Practice Model and the Family Violence Multi-Agency Risk Assessment Management (MARAM) Framework.
- Experience in developing strengths-based risk and needs assessments with families and managing risk
- Strong knowledge of child development and family relationship dynamics, especially for families experiencing crisis and vulnerability, and 'at risk' children, young people, and families
- Significant experience in assessment, case formulation and intervention

Personal qualities

- **Relationship building:** establishes and maintains relationships with people at all levels; promotes harmony and consensus through diplomatic handling of disagreements; forges useful partnerships with people across business areas, functions and organisations; builds trust through consistent actions, values and communication; minimises surprises.
- **Initiative and accountability:** proactive and self-starting; seizes opportunities and acts upon them; takes responsibility for own actions.
- **Drive and commitment:** enthusiastic and committed; demonstrates capacity for sustained effort and hard work; sets high standards of performance for self and others; enjoys a vigorous and dynamic work environment.
- **Teamwork:** cooperates and works well with others in pursuit of team goals, collaborates and shares information, shows consideration, concern and respect for others feelings and ideas, accommodates and works well with the different working styles of others, encourages resolution of conflict within the group.

QUALIFICATION

- Bachelor of Social Work or equivalent or willingness to obtain.
- Experience in family violence services, child and family services and or the broader social services sector is essential.

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 Vaccinations, including booster dose as applicable.

MANDATORY TRAINING:

- All employees of VACCA are required to complete Mandatory Training and Program Specific training upon commencement of employment and complete refresher training as required.

POSITION ACCOUNTABILITIES

Lead Family Practitioner:

- Motivate Aboriginal families to engage in and continue with programs and services.
- Providing practical support and supporting behaviour change through modelling and personal engagement, graduating to therapeutic interventions if required
- Coordinating integrated assessment, planning, and service delivery for the family
- Providing system navigation and advocating for the family
- Identify and monitor families risks and needs. Based on these risks and needs, coordinate and prioritise access to appropriate programs, services, and activities
- Employing a graduated approach to case management that involves stepping back as family stability, autonomy and capability increases.
- Rehabilitation, reducing offending and strengthening community safety, and Community and family engagement.
- Provide a family-friendly service response through bringing together social, health and justice services together into an interdisciplinary care team. Face-to-face service delivery will largely be channelled through a Lead Family Practitioner interdisciplinary model who will work with the whole team to assess, plan, coordinate and facilitate delivery of practical and therapeutic support.
- Participate in building a strong team that is built on inclusiveness and respectfulness operating with a high level of professional management in a complex and demanding environment.
- Work alongside the consortium to enable continual improvement to the design and implementation of PFF
- Contribution to interdisciplinary assessments and planning and completion of whole family assessments as required

Community Connector:

- Skill development and working to achieve the individual goals of family members, including engagement with education, training and employment, individual wellbeing and, self-esteem, social relationships, and social skills
- Leveraging existing local networks and resources, and brokering new relationships within all aspects of the community to create new community connections, pathways and opportunities, including activities that relate to the family's cultural and linguistic community

- Encouraging personal choice and efficacy and working with family members to support the pursuit of their own prosocial recreational interests, hobbies, and friendships
- Sourcing opportunities to connect family members to informal and formal community mentors.
- Report emergencies and incidents to the Team Manager
- Participate in building a strong team that is built on inclusiveness and respectfulness operating with a high level of professional management in a complex and demanding environment.

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.

