

POSITION DESCRIPTION

Position	Men's Holistic Healing Group Facilitator
Reports to	Team Leader – Family Violence
Direct Reports	Nil
Status	Part-time 0.6 (22.8 hrs)
Location	VACCA Gippsland – Morwell Office

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 500 staff and delivers more than 50 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. 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.

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 plays 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.

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 support and group-based work with Aboriginal Elders, women, children, adolescents and families who are impacted by family violence and men who use violence.

Culture, Connection and Healing are central to the design and delivery of Family Violence Therapeutic programs to Aboriginal families. The group sessions model will provide group work integrating Aboriginal culture and healing practices with theories of trauma and self-determination to meet the identified needs and goals of men on their healing journeys. The groups will:

- Provide opportunities to build on Aboriginal Ways of child rearing and a collective sense of responsibility for raising children in the Aboriginal community
- 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, and
- Increase the visibility and accountability of men who use violence; and provide holistic healing support and cultural and community connections, identified as key service delivery components.

Groups with Aboriginal Men will aim to increase:

- connection to the Aboriginal Community through the sharing of cultural knowledge and participation in cultural activities
- building personal and collective Aboriginal cultural identity
- managing and responding to conflict
- knowledge and skills to raise children in the Aboriginal Way and
- capacity to form respectful relations.

The opportunity for psychoeducation on family violence will be built into the sessions, and work alongside the cultural healing components.

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 lessons learned is essential to this role.

POSITION SUMMARY

The Men's Holistic Healing Group Facilitator position has been created to co-facilitate alongside the Aboriginal Men's Family Violence Caseworker, group programs with Aboriginal Men who use violence. This position will be involved in the design and delivery of new healing group programs with Aboriginal Men.

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.

The Men's Holistic Healing Group Facilitator will also provide support to the Men's Family Violence Program within Gippsland.

RELATIONSHIPS

Internal: Executive Manager, 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' 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 understanding and knowledge of Aboriginal culture and values and the importance of identity, and cultural connections in the healing process for Aboriginal Men, Aboriginal women and their children and kinship family.
- A comprehensive understanding of the dynamics and impact of family violence in Aboriginal families and communities
- A demonstrated ability to work therapeutically and sensitively with Aboriginal men who are impacted by and/or perpetrators of family violence
- Ability to provide a flexible service delivery model, outreach and wrap around services and community supports
- Demonstrated competencies in the use of the Microsoft Suite and other data systems, and the openness to continuous training to ensure proficiency with the use of specific Family Violence and VACCA IT systems

QUALIFICATION

- A TAFE or Tertiary qualification in a relevant field along with demonstrated experience will be highly considered

REQUIREMENTS

- You must have and continue to hold a full Victorian Driver's Licence and a current employment working with children check card

POSITION ACCOUNTABILITIES

PRACTICE AND PROGRAM IMPLEMENTATION

- Deliver culturally safe and high standards of service delivery to Aboriginal Men who use violence
- Co-facilitate culturally appropriate group programs to Aboriginal Men using the program's evidence-based framework
- Perform in a client led adaptable manner which aims to utilise time, space or environment to establish or build or the therapeutic relationship i.e. whilst transporting a client, participating in cultural activities
- Practice that maintains privacy and confidentiality
- Actively transport Men to and from group sessions where required
- Planning and coordinating sessions i.e. Booking professionals, arranging events etc
- Preparation of materials required for therapeutic groups such as food preparation, cultural activities
- Conduct intakes and implement risk assessment & safety planning
- Provide current and accurate information, resources and supported referrals to Men
- 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

- Assist in the development and implementation of new projects or initiatives relevant to the role and position
- Contribute to the development of program resources and data collection to capture program and outcomes for Aboriginal men

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
- Support other team members in periods of high demand and during periods of absence

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.