



POSITION DESCRIPTION

Position	Practice Innovation Lead, Growing Up Aboriginal Babies at Home Project
Reports to	Executive Manager, Projects & Reform
Direct Reports	None
Status	Full time
Location	Based at 340 Bell Street Preston 3072

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 Projects and Reform Unit is responsible for managing strategic projects to enhance the capacity of the organisation to deliver quality, culturally responsive programs. Our work includes: submission writing; service design, development and implementation; policy and practice development and review; and service system reform initiatives.

VACCA, in partnership with the Department of Social Work at the University of Melbourne, has received three-year funding from the OOHFC Funders Group to establish an innovative project, “*Growing up Aboriginal Babies at Home*”. The project involves the design and testing of a new approach to supporting young vulnerable Aboriginal women who are pregnant or have an infant in Metropolitan Melbourne. Our focus will be on building the capacity of mothers to meet their infants’ needs and keep them safe. The project seeks to achieve the best outcomes for families, with the broader goal of reducing the likelihood of Aboriginal newborns and infants entering the protection & care system. It is anticipated that through the establishment of new practices and/or programs focusing on supporting the young parents, the number of Aboriginal infants entering the protection and care system will be reduced.

POSITION SUMMARY

The Practice Innovation Lead, Growing Up Aboriginal Babies at Home Project, will manage the development and testing of a new approach aimed at reducing the incidence and burden of Aboriginal infant removal in Metropolitan Melbourne.

RELATIONSHIPS

Internal: VACCA staff and community including: client services managers and staff working with young Aboriginal women who are pregnant or have an infant; staff of the Client Service Practice and Development Directorate involved in service design, development & implementation, monitoring & evaluation, research and/or project management.

External: The Out of Home Care Funders Network and the Centre for Excellence in Child & Family Welfare; The University of Melbourne Department of Social Work; Government departments, including the Department of Health & Human Services, Aboriginal Community Controlled Organisations, Community Service Organisations.

KEY SELECTION CRITERIA

The successful applicant will possess:

- 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



- Extensive direct service and practice experience with children and families
- Potential to apply practice expertise to design and evaluation processes
- Skills and experience in project planning and implementation
- Strong organisational abilities and interpersonal communication skills, including the ability to effectively communicate with Aboriginal people.
- Proven ability to work independently and within a collaborative team environment.
- Excellent written & verbal communication skills, as well as computer skills across the Microsoft Office suite.
- Ability to work flexible hours when required.

QUALIFICATION

- Tertiary qualification in social work, social sciences, psychology, early childhood or a related discipline

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

- Project establishment and implementation
- Liaison and development of partnerships with key stakeholders
- Identification of pilot site (probably in Northern Metropolitan Melbourne) and assistance with establishment of 'innovation team'
- Arrange design thinking workshops
- Collaborate with the University of Melbourne in the innovation process including problem identification, solution formulation and feasibility testing
- Develop communication and influencing strategy for project
- Manage the implementation and piloting of the proposed strategy (or combination of strategies) with 10 young Aboriginal women, including case support, advocacy & linkages
- Contribute to the data collection & evaluation of the strategy/strategies
- Prepare written documents and reports
- Disseminate project findings and outcomes
- Regularly report to project funders
- Represent VACCA at meetings and forums
- Participate in team meetings, training and other relevant forums as required.

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

OTHER

- 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.