

## POSITION DESCRIPTION

<b>Position</b>	QEC Early Parenting Practitioner
<b>Reports to</b>	Program Manager- Family Services
<b>Direct Reports</b>	N/A
<b>Status</b>	Fulltime
<b>Location</b>	Preston VACCA

## 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.

### Queen Elizabeth Centre:

Formed in 1917, QEC is Victoria's largest provider of residential and community based Early Parenting Services. We deliver a variety of different programs to more than 3,800 families annually - directly and in partnership with government and NFP partners across Metropolitan and Regional Victoria.

QEC is a 42 bed public hospital and community service organisation. We provide residential, inpatient services at our Noble Park site. We also proudly support families with in-home and community based



services across metropolitan Melbourne and regional Victoria.

QEC promotes the safety, wellbeing and inclusion of all children. We advocate for child-focused and family-centred practices underpinned by a philosophy that family is the principal source of care for children, offering services and programs that are culturally relevant and accessible to all clients.

Many families face a variety of challenges that impact on their ability to nurture and support their young children. QEC programs are research-informed and tailored to meet the unique needs of each family and enable families to nurture, protect and enhance their children's, safety, health and development. With locations across Victoria including Noble Park, Wodonga, Preston, Dandenong, Carrum Downs, Bairnsdale and Morwell, QEC employs approximately 140 staff including Maternal and Child Health Nurses, Midwives and General Nurses, a Medical Practitioner, Social Workers, Mothercraft Nurses and Early Childhood Educators.

## OUR VISION

Aboriginal self-determination - Live, Experience and Be.

## OUR PURPOSE

Supporting culturally strong, safe and thriving Aboriginal communities.

## PROGRAM AREA

This new initiative will be delivered through a partnership of agencies comprising of the Queen Elizabeth Centre (QEC) and Victorian Aboriginal Child Care Agency (VACCA). These agencies have a long history in planning and development of services for children, young people and families across Metropolitan and Regional Victoria and are all experienced in the implementation of services for mothers, fathers, their children and families experiencing challenges with parenting. This role will work within the VACCA's Child and Family Services team providing specialist QEC support to parents of children 0-4 years old, experiencing parenting challenges.

## POSITION SUMMARY

This partnership will enable QEC and VACCA to develop an initiative where QEC will provide parenting skills development and education to families engaged with VACCA, through an outreach / home visiting model.

In providing parenting skills development and education to families the focus will be:

- To encourage child play and optimise child development
- To promote child safety and stability
- To strengthen parenting capacity
- To strengthen parent/carers' communication and problem-solving skills
- To strengthen attachment and bonding between the baby and their parent/s
- To establish and maintain routines for the baby, including feeding and sleep
- To create opportunities that strengthen cultural connection

## KEY RELATIONSHIPS

- Internal:* QEC Team, VACCA Team, Managers, Coordinators, other QEC program teams
- External:* Department of Health and Human Services, Maternal and Child Health Programs in each of the local councils, Health Services, Norther Mercy and Sunshine Hospitals, Early Years programs in each of the municipalities.

## KEY SELECTION CRITERIA

- Commitment to VACCA's vision and purpose.
- Awareness and appreciation of Aboriginal societies and cultures and an understanding of the issues affecting Aboriginal people in contemporary Australia and the diversity of circumstances of Aboriginal people
- A relevant tertiary qualification in Early Childhood Development, Infant Mental Health, Maternal and Child Health Nursing, Social Work, Community Services or equivalent, at diploma level or higher.
- Well-developed knowledge and skills in how to care for and promote development of infants and young children.
- Parenting education experience to share directly with families and VACCA team
- Work in an integrated team approach to plan and implement parenting skills development.
- Has Aboriginal cultural awareness to work effectively and respectfully with Aboriginal children and their families.
- Able to meet the following statutory requirements: Child Safety and Wellbeing Act 2005(including Child Safe Standards amendment act 2015) and Child Youth and Families Act 2005.AHPRA Registration (if applicable to discipline)
- Current Australian Work Rights
- Evidence of current immunisation status

## DESIRABLE CRITERIA

- Experience in health, family services, government or community services sectors.
- Experience in engaging families in care planning including reviewing, documenting and monitoring agreed actions.
- Family partnership model application
- Ability to work collaboratively across two organisations
- Work within a transdisciplinary team of practitioners with various skills and expertise.
- Understanding and compliance with the Victorian Clinical Governance Framework

## REQUIREMENTS

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

**Please note: 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**

## POSITION ACCOUNTABILITIES

The Family Parenting Practitioner will have experience in working with families with infants and young children. Using a strengths-based approach, the Family Parenting Practitioner will:

- Provide parenting skills development and education to families with a focus:
  - To encourage child play and optimise child development.
  - To promote child safety and stability.
  - To strengthen parenting capacity.
  - To strengthen parent/carers' communication and problem-solving skills.
  - To strengthen attachment and bonding between the baby and their parent/s.
  - To establish and maintain routines for the baby, including feeding and sleep
  - To create opportunities that strengthen cultural connection.
- Facilitate family empowerment through the provision of supportive interventions and parenting skill development.
- Participate in community education and community development strategies that strengthens parenting capacity.
- Participate in the team to promote mutual support and accountability through best practice.
- Participate in reflective practice and attend education sessions.

## HEALTH, SAFETY & WELLBEING

- Ensure compliance with the OH&S Act and both VACCA and QEC 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.

- A pre-employment medical assessment may be required upon request
- The Victorian Public Sector Code of Conduct applies to all staff
- QEC and VACCA are smoke free workplaces
- The QEC closes for the period of Christmas/New Year and it is a requirement that all relevant staff take annual leave at this time