



VACCA
Connected by culture

POSITION DESCRIPTION

Position:	Strengthening Cultural Safety Project Lead
Reports to:	State-wide Coordinator Strengthening Cultural Safety in ODS/ Senior Program Manager/ Program Manager
Status:	Part Time (0.8FTE), 12 months Fixed term position
Location:	Multiple Orange Door Sites (Southern/ Eastern/Gippsland/Northern/Western)

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 Family Violence Initiatives team sits within Capacity Development & Service Reform Unit. This Unit is responsible for managing strategic projects to enhance the capacity of the organisation to deliver quality, culturally responsive programs. The work includes submission writing; service design, development and implementation; policy and practice development and review; and service system reform initiatives. The Unit sits within the broader Client Service Practice & Development Division which is responsible for designing quality, innovative and culturally responsive programs and policy to meet the needs of vulnerable Aboriginal children and families; outcomes, research and evaluation, quality assurance; legal expertise; and internal & external training and development.

POSITION SUMMARY

The Strengthening Cultural Safety Project Lead will work in close partnership with the Strengthening Cultural Safety State-wide Coordinator, Orange Door Hub Manager, Hub Leadership Group, Operations Hub Leadership Group, Aboriginal Advisory Group and the Aboriginal Hub Practitioners, with an aim to create Culturally safe environments for Aboriginal staff in the Orange Door sites and Aboriginal women, men, young people, children, and their families' accessing services.

The role of the Strengthening Cultural Safety Project Lead will include delivering Strengthening Cultural safety training, leading the Strengthening Cultural Safety assessment and action planning process alongside Hub Leadership Group/ Operations Hub Leadership Group. Liaising with the Aboriginal Advisory Group for additional recommendations and leading the Strengthening Cultural Safety discussions with The Orange Door staff at all levels.

The role will be required to actively engage with the Strengthening Cultural safety State-wide Coordinator, and the state-wide network through Communities of Practice (CoP) and "train the trainer" sessions, where the state-wide network share and learn to deliver the Strengthening Cultural Safety four training modules.

This is a highly dynamic role that aims to walk alongside staff at all levels in The Orange Door, to create Culturally safe environments, systems, and practice.

KEY RELATIONSHIPS



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- Program Managers and Team Leader
- Strengthening Cultural Safety State-wide Coordinator
- Key VACCA staff and team members
- All staff within and associated with The Orange Door
- Aboriginal Advisory Group
- Strengthening Cultural Safety Project Leads through Communities of Practice (CoP)

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.
- Experience in working and engaging with Aboriginal families, children and Communities in the local area, with a focus on voice hearing and applying that to advocate for change & improved outcomes.
- Demonstrated experience in working both individually, and collaboratively as part of a broader team, including sharing of knowledge, resources, promoting peer support and being open to feedback and learning.
- Ability and willingness to lead and deliver training and facilitate strong Cultural discussions with staff working in the Orange Doors at all levels, while building and maintaining relationships, to influence and promote strengthening Culturally safe environments and practices.
- Commitment to learning and sharing local Aboriginal history and Culture and promoting Culture as a healing and protective factor for Aboriginal families.
- An awareness of family violence issues and the impacts on Aboriginal women, men, young people, children and their families.
- An awareness of the functions of The Orange Door, including any MARAM, FVISS & CISS training you have received.
- Ability to deliver projects, lead group work, consultation, produce reports and use of programs such as Microsoft Teams, zoom and PowerPoint.

REQUIREMENTS

- A relevant qualification (preferably a diploma or degree or equivalent in Social Work, Social Welfare Sector.) or experience in working in child & family services sector is desirable
- You must have and continue to hold a full Victorian Driver's Licence; a current employment Working with Children Check card and a National Police Check.
- Current COVID-19 vaccination (Including booster dose, as applicable)

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 Strengthening Cultural Safety in The Orange Door project has been designed to build Culturally safe and responsive services and workplaces across the Orange Door network. The approach is localised, sustainable and provides a framework to support Aboriginal staff and Aboriginal People working and accessing services in The Orange Door network.

The project aims to:

- Deliver localised Strengthening Cultural Safety training to staff in The Orange Door network that supports capability building in relation to providing cultural safety for Aboriginal staff and Aboriginal People accessing services.
- Implement a Strengthening Cultural Safety assessment process within The Orange Door and lead the development of action plans to document key areas for further development.
- Embed a process for The Orange Door Hub Leadership Group towards a continuous quality improvement cycle through action plan reviews that reflect a continuum of learning process at an individual and organisational level.

Accountabilities include:

- Engage with the Strengthening Cultural Safety State-wide Coordinator through a Communities of Practice, train the trainer program
- Contribute to the state-wide network of Strengthening Cultural Safety project leads – this creates a consistent application of the project deliverables across the State.
- Engage the Aboriginal Advisory Group to determine their role in this project.
- Support the localisation of training, to reflect local communities, their histories and Cultures.
- Deliver Strengthening Cultural Safety training to all staff in their local Orange Door network and/or identify with the support of the state-wide coordinator an alternative facilitator or co-facilitator support the delivery of this training.
- Lead and facilitate the Cultural Safety assessment and action planning process alongside Hub Leadership Group/ Operations Leadership Group. This will involve leading dedicated Strengthening Cultural Safety assessment and planning workshops.

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.

KNOWLEDGE, SKILLS, AND PERSONAL QUALITIES

- Strong facilitation skills in training and workshop delivery
- Strong story-telling skills
- Strong understanding and ability to share local Aboriginal history and Culture
- Strong understanding of the mechanisms for embedding Culture as a healing and protective factor
- Understanding of the impacts of family violence on Aboriginal women, children, families and communities
- Strong understanding of intergenerational trauma and how to apply an intersectional lens in a family violence context to create Culturally Safe service responses
- Ability to deliver projects, including planning, reporting and supporting governance
- Resilience, perseverance and self-awareness skills
- Work strongly as part of a broader team and enjoys a dynamic work environment
- Willingness to learn, grow and share knowledge

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.