

POSITION DESCRIPTION

Position	Foster Care Case Worker
Reports to	Team Leader
Direct Reports	NIL
Status	Full Time
Location	Chirnside Park

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

This position is located at Chirnside Park and is based within a Team that includes Kinship Care, Family Services Leaving Care and Cultural Support Programs. The Case Worker has access to a Senior Clinician from the Aboriginal Children's Healing Team (ACHT).

POSITION SUMMARY

The Extended Care Program provides a culturally safe service to support Aboriginal children and young people who are in out-of-home placements. The Program provides support to the families of the children and to carers. VACCA works towards reuniting children, wherever possible, with natural parents and extended families.

KEY RELATIONSHIPS

Internal: All VACCA programs and management teams

External: Department of Human Services, Child Protection; other Community Service Organisations; Aboriginal Organisations and Services.

KEY SELECTION CRITERIA

- Demonstrated understanding of, and commitment to, the values that underpin VACCA's 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 experience in case management
- Demonstrated knowledge and practice experience in the child welfare field
- Demonstrated ability to advocate for Aboriginal children and communicate in a clear, culturally appropriate and respectful way with a range of stakeholders including staff and external parties
- Demonstrated experience in identifying risks in case management/work practice and implements procedures to minimise/eliminate negative outcomes and improve practice
- Demonstrated ability to prepare accurate documents and reports e.g., case notes, incident reports, court reports and work reports that meet the audience needs.
- Demonstrates effective and culturally appropriate interpersonal skills e.g. active listening, empathy in all verbal and non-verbal communications
- Strong computer skills with knowledge in using system CRISSP, CRIS
- Capacity to work both independently as a member of a team and a willingness to participate in training and supervision as requested

QUALIFICATION

- Certificate, Diploma or Degree qualification in Community Services, Social Worker and/or substantial experience in these fields is desirable

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

The Extended Care Program provides a culturally safe service to support Aboriginal children and young people who are in out-of-home placements. The Program provides support to the families of the children and to carers. VACCA works towards reuniting children, wherever possible, with natural parents and extended families.

- Provide a casework and case management service to Aboriginal children living in out of home care and ensure that the children's needs are met using a developmental and trauma informed approach.
- Regularly visits the children and young people in placements.
- Provide cultural information and support to foster carers.
- Ensures access between the children and their parents or other family members occurs as per the child's case plan.
- Identify children's needs using the Looking After Children framework and the resources needed to meet these needs as well as completing LAC documentation.
- Accurately update and maintain client data on the CRISSP and CRIS electronic data systems.
- Prepare quarterly reports, court reports and Best Interests Planning reports as required.
- Assist in Quality Improvement activities to ensure agency compliance with the Community Service Organization Registration Standards.
- Undertake other duties as directed.
- An ability to work flexible hours will be 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.
- 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.