



POSITION DESCRIPTION

Position	Family Violence Men's Therapeutic Case Manager
Reports to	Team Leader
Direct Reports	N/A
Status	Full time (38 hours) Fixed term until 31.08.2023 with potential to extend
Location	Western Region

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 800 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 Western VACCA team works with families to promote family wellbeing, participation in the broader community and access to relevant services. The team provides families with a range of options for culturally responsive support in times of need, with a focus on positive parenting and family interaction to promote children's development. We provide a positive, culturally safe workplace environment supported by family friendly and culturally sensitive workforce policies, including professional development, continuing education and staff wellbeing.

POSITION SUMMARY

The VACCA Family Violence Program provides advocacy, referral and support to Aboriginal victim survivors and their children who are experiencing family violence. A range of support options are available that may include short-, medium- and long-term casework. This newly created role will sit within the Family violence team and provide therapeutic case management support to male victim survivors of family violence.

KEY RELATIONSHIPS

Internal: VACCA Programs and management team.

External: Aboriginal Community Controlled Organisations, Community Service Organisations, local program partners, Department of Health and Human Services, Victoria Police, Office of Community Corrections, Courts

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 working with men and ability to engage and support men through difficult times and complex situations
- Demonstrated understanding of the underlying causes of family violence in Aboriginal families and the impact of violence on all members of the family
- Experience and ability to work with Aboriginal organisations and sector partners to advocate for male clients and hold a case load of clients
- An awareness of family violence issues and understanding of intergenerational trauma experienced by Aboriginal men



- Demonstrated ability to work in a multidisciplinary team and independently to achieve goals and outcomes
- A high level of written and communication skills and ability to maintain written records and case notes as required by the role
- Ability to provide a flexible service delivery model, including after-hours support, outreach and wraparound services and community supports as required by the role

REQUIREMENTS

- A tertiary qualification in Social Work, Psychology, welfare or a related discipline is desirable.
- You must have and continue to hold a full Victorian Driver's Licence and a current employment Working with children check card.
- Current COVID-19 vaccination (including booster dose, as applicable)
- Knowledge of the Family Violence Protection Act 2008 and the Common Risk Assessment-Framework, MARAM
- Knowledge of the SHIP and IRIS data reporting system

POSITION ACCOUNTABILITIES

DIRECT SERVICE DELIVERY

- Deliver culturally safe and high standards of service delivery to Aboriginal families impacted by family violence
- Support Aboriginal Men in their knowledge of culture and identity, and their ability to share this knowledge with children, young people, family and community.
- Receive referrals internal, external, Orange Door, Child Protections, Victims of Crime and self-referrals
- Walk alongside the men and his adolescent, child/ren to provide culturally and trauma informed initial assessments, including the MARAM risk assessment and child wellbeing assessment (MARAM)
- Develop a safety plan with the men and age & stage appropriate with the adolescent and child/ren, or in the absence of children under their care, work towards strengthening the family unit and networks
- In collaboration with the man their children develop a holistic care plan to address their needs, with identified goals
- Provide culturally and trauma informed wrap around family violence case management
- Provide healing activities including counselling, cultural activities and self esteem
- Provide mentoring and positive role modelling
- Support and provide psychoeducation on family violence and its impacts, parenting including healthy families, relationships and communication
- Active referral for men to other programs and supports as needed such as AOD, mental health programs



- Advocate on behalf of the men for access to supports as needed
- Support with obtaining and implementing Flexible Support Packages (if eligible)
- Support the men and adolescent and /or child/ren navigating the Courts and legal processes in relation to their experience of family violence (if eligible)
- Undertake case management tasks including compiling brief case notes and program documentation as required
- Provide outreach and conduct 1:1 support session for male participant's clients
- Achievement of case management and intervention targets.
- Contribution to continuous quality improvement processes at VACCA

ADMINISTRATION

- Accurate record keeping, including case notes, completed forms and reports as required according to program guidelines and agency registration obligations
- Case management and maintenance of client files in line with legislative and policy requirements.
- Maintain accurate statistical data using organizations current data systems as required. - Attend regular team meetings and other Aboriginal forums as required - Undertake other duties as directed.

PROGRAM DEVELOPMENT

- Contribute to the development of program resources and data collection to capture program and outcomes for Aboriginal men and families

HEALTH, SAFETY & WELLBEING

- Ensure compliance with the OH&S Act and VACCA /Anglicare 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 to meet the organisation's audit, contract and registration obligations.
- Proactively apply your specialist knowledge in the review and maintenance of internal policies, systems and processes.
- Continue the development of a culturally strong and positive working environment using a continuous improvement approach.



VACCA
Connected by culture

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.