



POSITION DESCRIPTION

Position	Koorie Educator – Koorie Families as First Educators program
Reports to	Team Leader – Early Intervention
Direct Reports	None
Status	Full Time (38 hrs pw)
Location	Based at the VACCA Morwell Office

BACKGROUND

The Victorian Aboriginal Child Care Agency (VACCA) operates within the context that Aboriginal children continue to be significantly over-represented in the protection and care system in Victoria. VACCA considers that it has the responsibility and the opportunity to promote, advocate for and achieve positive changes in the lives of Aboriginal children, their families and the broader Aboriginal Community.

VACCA's objectives include the preservation, strengthening and protection of the cultural and spiritual identity of Aboriginal children and to provide culturally embedded, high quality services which are responsive to the needs of the Aboriginal Community.

As a state-wide Community-based Aboriginal organisation, VACCA has extensive experience in the management and delivery of a range of services to the Aboriginal community, with a particular focus on services to vulnerable children, families and Community-members.

VACCA programs include: cultural strengthening programs; family services; early intervention services; Aboriginal Family-Led Decision Making; family violence services; out-of-home care services; family mental health; men's programs; education support programs; justice programs; youth programs; homelessness services; and services to Stolen Generations members. VACCA also has the Aboriginal Child and Specialist Advice and Support Service (ACSASS) which provides cultural advice to child protection staff and Aboriginal children and families involved in child protection matters.

As the lead state-wide child and family agency, VACCA provides services in all regions and is a key point of policy advice for the Department of Human and Human Services (DHHS) on Aboriginal Community wellbeing especially in child and family welfare matters.

OUR VISION

VACCA's vision is for our children, young people, families and communities to be thriving – culturally strong, empowered and safe.

OUR PURPOSE

To work towards the healing of the Aboriginal community through strengthening the safety, wellbeing and cultural connectedness of vulnerable community members particularly children.



PROGRAM AREA

VACCA's Morwell office delivers a number of programs to Aboriginal children and families in the Gippsland area including the Kurnai Youth Homelessness Service, Family Violence services, Family Mental Health Service, Leaving Care, Better Futures, Empower Youth, Cradle to Kinder, Return to Country Pilot program, Kinship Care and the Aboriginal Child & Specialist Advice and Support Service, known as the Lakidjeka Program.

In addition, a number of justice diversion related programs are delivered by the Morwell office, as well as the statewide crisis accommodation and support service for Aboriginal women and children escaping or experiencing family violence known as Orana Gunyah.

POSITION SUMMARY

VACCA's Koorie Families as First Educators program provides support for Aboriginal families to build their capacity to support their children's early learning and development and connection to Community and culture through in-home support and group-sessions.

Koorie Educators support families by: providing a culturally safe and trauma informed environment for families and children to learn; supporting positive parent-child interactions and parental skill development; supporting child development and school readiness; developing cultural knowledge and identity of children and families; promoting connection to culture and Community and self-care; providing information about services including maternal child health; and affirming Aboriginal childrearing practices.

Koorie Educators will be required to deliver the Indigenous Triple P, Positive Parenting Program.

KEY RELATIONSHIPS

Internal: Other programs across Gippsland VACCA

External: Aboriginal Community Controlled Organisations, Maternal and Child Health services, Early Childhood Education and Care Services, Community Service Organisations

KEY SELECTION CRITERIA

- A sound knowledge and understanding of Aboriginal culture and values, parenting practices and issues affecting Aboriginal families
- An ability to work in a culturally respectful and competent manner with Aboriginal children, their families and communities to ensure that cultural connections are fostered and maintained
- An understanding of developmental milestones for children
- An ability to work effectively with Aboriginal organisations, government departments and community service organisations
- Well-developed written and oral communication skills, including the ability to effectively communicate with Aboriginal people and to prepare written reports
- A proven ability to work as part of a team
- An ability to facilitate group sessions with families and children
- A willingness to participate in training programs and in supervision
- An ability to work flexible hours.
- You must have and continue to hold a full Victorian Driver's Licence and a current employment working with children check card.



VACCA
Connected by culture

- Commitment to VACCA's vision and purpose.

Desirable: Experience or formal qualifications in child care is desirable. It is expected that applicants be willing to undertake a Diploma or other relevant training in the course of their role. This would be supported and facilitated by VACCA.

POSITION ACCOUNTABILITIES

- Preparing for and providing in-home sessions for parental skill development for Aboriginal families and children
- Implementing session plans and work plans
- Understanding of and ability to articulate early childhood development to parents and carers
- Ensuring a culturally safe environment for families and children to learn
- Engaging and developing relationships with families and children
- Engaging and consulting with Aboriginal Elders in regards to the cultural components of the program
- Providing mentoring and role-modelling based on Aboriginal child rearing practices, including from Elders, strong Community-members and peer-based mentoring
- Ensuring that Aboriginal activities, music, dance, language and stories are incorporated into the program
- Promoting an understanding of self-care, emphasising the importance of connection to culture and Community to the wellbeing of Aboriginal families and children
- Supporting families to engage with maternal and child health and early years' services
- Ensuring parent recruitment, participation and interaction in the activities, including assertive outreach to clients if required
- Liaising and consulting with the program Team Leader about any issues of concern regarding child development and program planning
- Participating in Gippsland VACCA's programs and goals
- Maintaining records
- Networking with Community agencies and organisations
- Participating in further training as considered appropriate
- Being available to attend Community events in a work capacity, occasionally outside of work hours.

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.



VACCA
Connected by culture

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

VACCA's recruitment processes align with the Victorian Child Safe Standards. All employees are required to undergo a National Police Records Check, a Working with Children Check and comply with the Code of Conduct policy.

VACCA is an equal opportunity employer and has a smoke-free workplace policy.