

POSITION DESCRIPTION

Position	Case Manager – Koori Men’s Diversion Program
Reports to	Family Violence Team Leader
Direct Reports	N/A
Status	Part-Time (30.4 hrs pw) Fixed Term
Location	Inner Gippsland – Morwell Office

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 Koori Men's Diversion Program has been developed to engage and empower Aboriginal men with the aim of diverting them from ongoing contact with the criminal justice system and will be implemented by VACCA in the Northern & Inner Gippsland regions.

The program offers a voluntary service and provides gender appropriate support, putting connection to family, community and culture at the core of our service delivery. This builds a sense of safety, stability and belonging for a future away from the correctional system.

Culturally appropriate prevention, early intervention, diversion and support services are critical to addressing Aboriginal over-representation in the criminal justice system and helping to break cycles of offending.

POSITION SUMMARY

The Koori Men's Diversion Case Manager is an Aboriginal identified position and will play an integral role in diverting Aboriginal men from further contact with the criminal justice system by:

- Providing holistic and intensive case management support to a caseload of 6-8 clients.
- Developing and managing case plans, undertaking assessments, and referrals.
- Coordinating the delivery of cultural and gender appropriate treatment and support services for Aboriginal men and advocating on their behalf.
- Working collaboratively with Aboriginal and non-Aboriginal service providers and government departments to establish network and referral pathways.
- Contributing to improved justice outcomes by liaising with justice agencies and supporting Aboriginal men in contact with the criminal justice system.

KEY RELATIONSHIPS

Internal: All relevant VACCA programs, services, and the management team

External: Department of Justice & Community Safety, Koori Court, Magistrates Court, Corrections Victoria, Department of Families, Fairness & Housing, Victoria Police, Aboriginal Community Controlled Organisations, Community Service Organisations and all relevant stakeholders.

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

- Experience working with men and the ability to engage and support men through difficult times and complex situations
- Demonstrated understanding of the underlying issues that contribute to Aboriginal men's contact with the justice system
- Demonstrated knowledge of the service system and resources available to support Aboriginal men in contact with the justice system.
- Experience in stakeholder engagement and liaising with Aboriginal and non-Aboriginal organisations to achieve project outcomes and goals
- Effective written and oral communication skills including the ability to create and revise case plans, reports and other documents

QUALIFICATIONS

- A tertiary qualification in psychology, social work, criminal justice, or a related discipline is highly desirable
- Relevant experience in a similar field and/or cultural knowledge

REQUIREMENTS

- 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)

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

DIRECT SERVICE DELIVERY

- Provide timely intensive case management to Aboriginal men and where suitable, their family referred into the pilot in a culturally appropriate and responsive manner
- Process and coordinate referrals, develop and implement case plans
- Support Aboriginal men in accessing required services to achieve goals, and undertake transition planning to assist clients exiting the service
- Initiate referrals and assist clients to complete paperwork and engage in appropriate services within VACCA and external service providers
- With appropriate approval, utilise brokerage funding to address issues identified in individual case management plans when necessary

ADMINISTRATION

- Prepare and co-ordinate reports for external and internal stakeholders and relevant justice agencies and participate in the evaluation of the pilot.
- Maintain up to date, accurate, confidential client records and program data and ensure case records are managed in line with organisational standards

PROGRAM DEVELOPMENT

- Develop and maintain strong working relationships with justice agencies, other government departments and Aboriginal and non-Aboriginal service providers to establish networks and referral/support pathways relevant to the management of clients
- Promote the pilot as a diversion option for Aboriginal men in contact with the justice system
- Participate in the identification of service gaps and assist in the development of initiatives that aim to fill such gaps
- Promote compliance with relevant legislation and VACCA policies

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.