POSITION DESCRIPTION

Position	Aboriginal Women Therapeutic Group Facilitator
Reports to	Family Violence Therapeutic Team Leader
Direct Reports	None
Status	Full time, Fixed term position- until June 2023
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 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

VACCA is delivering Family Violence Therapeutic programs across multiple locations which will deliver culturally safe and trauma informed one on one counselling and group-based work with Aboriginal women, men, children and families who are impacted by family violence.

Culture, Connection and Healing are central to the design and delivery of Family Violence Therapeutic programs to Aboriginal families. The program model is family focused and where possible, all family members will be involved and supported, individually and as a family. Staff will work within VACCA's Aboriginal therapeutic framework.

There is a strong component of action research throughout the program in order to build an evidence base of best practice for working with Aboriginal families. Collaborative working and proactive sharing of the evidence base and lessons learned is essential to this role.

- Groups with Aboriginal Women will aim to increase the education and understanding of the impact of family violence on families and social connections
- Groups with Aboriginal Women will provide space to develop participants' self-confidence and self-esteem as well as increase understanding and accountabilities of behaviours and choices
- Groups with Aboriginal Women will create positive engagement and to heal their understanding of their parents, family and history where they may have been impacted by family violence
- Groups with Aboriginal Women will provide an opportunity to engage with appropriate cultural activities that are meaningful and relevant to helping them heal and change behaviours

POSITION SUMMARY

The Aboriginal Women Therapeutic Group Facilitator position have been created to facilitate a range of group programs with Aboriginal women who are impacted by or have experienced family violence. The role involves being part of the design and delivery of new group programs with Aboriginal men, women, children and adolescents.

The position will contribute to the delivery of quality, culturally safe approaches to individuals and whole of family as appropriate through applying VACCA's therapeutic framework and program guide. Healing through Culture will underpin all aspects of the work.

This position can also be shared with the Family Violence Therapeutic Worker positions.

RELATIONSHIPS

Internal: Executive Manager (Regions), Senior Project Manager Family Violence Initiatives, Family Violence Practice Lead, Family Violence Therapeutic Workers and Aboriginal Therapeutic Facilitated Group Workers, Family Violence Team Leader and the Research and Evaluation Team

External: Community Service Organisations, local program partners

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
- Demonstrated experience in group facilitation. Experience facilitating group activities and knowledge of group processes including creating safety in group settings.
- A comprehensive understanding of the dynamics and impact of family violence in Aboriginal families
- A demonstrated ability to work therapeutically and sensitively with Aboriginal men, women and young people who are impacted by and/or perpetrators of family violence

QUALIFICATION

- Degree qualification in social work, psychology, family therapy or a related discipline along with demonstrated experience or willing to enroll in a course.
- Experience in Art and/or play therapy is highly desirable

REQUIREMENTS

- 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 (minimum one dose, prior to commencement)

POSITION ACCOUNTABILITIES

PRACTICE AND PROGRAM IMPLEMENTATION

- Deliver culturally safe and high standards of service delivery to Aboriginal children and families impacted by family violence
- Provide culturally appropriate group programs to Aboriginal women, children and families using the program's evidence-based framework
- Perform in a client led adaptable manner which aims to utilise any time, space or environment to establish or build or the therapeutic relationship i.e. whilst transporting a client, in a home visit, going for a walk
- Actively transport clients to and from programs
- Preparation of materials required for therapeutic groups such as food preparation and organising cultural activities
- Conduct intake, risk assessments and safety planning
- Provide current and accurate information, resources and supported referral to clients
- Participate in program evaluation through collection of evaluation data (in particular client outcomes data) and contribute to discussions regarding program improvement

- Maintain positive, collaborative working relationships with all professionals and with other therapeutic services
- Actively participate in fortnightly therapeutic supervision sessions
- Contribute to a centralised body of best practice for family violence programs across VACCA.

PROGRAM DEVELOPMENT

- Implement customised program resources such as program manuals, practice and data collection tools to support quality program delivery

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 family violence policies and
- 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