



Position Description

Position Title:	Cultural Safety Advisor – Strengthening Cultural Safety Identified
------------------------	---

Location: 135 Kepler Street Warrnambool

Pay Rate / Award: Level 5, Social, Community, Home Care and Disability Services Industry Award 2010,

Term of Contract: Full-time, 12 months, maximum term contract, subject to funding

Reports To: Manager, Community Services

This is an Indigenous Identified role only open to Aboriginal and Torres Strait Islander peoples. The filling of this position is intended to constitute a special measure under section 8(1) of the Racial Discrimination Act 1975 (Cth), and s12 of the Equal Opportunity Act 2010 (Vic).

Historical background

The Gunditjmara Nation starts at the South Australian border then goes to the foothills of the Grampians, to Pirron Yallock and Gellibrand; this covers the coastlines within these areas. There are many tribes within the Gunditjmara Nation; each tribe had their own identity, which was knowing where their boundary lines were on country. These were often recognised by creeks, rivers and small hills.

Gunditjmara people established permanent settlements thousands of years ago, revealing a deep, enduring connection to the land. The Gunditjmara people used the land's natural topography and features to establish permanent settlements and villages along the lava flow near creeks and lakes.

Gunditjmara people gathered food including eels from the rivers and shellfish from the ocean. Places such as Lake Condah, Tower Hill, Budj Bim, Deen Maar and the Framlingham Mission areas all significant cultural sites for Gunditjmara people that tell the story of our ancestor's way of life, culture and history.

Organisational background

Incorporated in 1982, Gunditjmara Aboriginal Cooperative is an Aboriginal Community Controlled Health Organisation (ACCHO) that provides a range of holistic community health and social support programs, principally to the Aboriginal community and other residents in Warrnambool and outlying areas. We work in close partnership with local government and other health service providers including other Aboriginal Community Controlled Organisations in the Western District of Victoria, liaising regularly on the provision of health service and social welfare and community support programs.

Overview of the Position

The Royal Commission into Family Violence reported that the entire family violence system should be culturally appropriate and easy to access to provide choice for Aboriginal people. Strengthening Cultural Safety in Family Violence Services is a state-wide project which ensures mainstream family violence organisations undertake cultural safety reviews and action plans in all areas of operations, governance, workforce and relationships with Community. This occurs through cultural safety education and secondary consultation with mainstream family violence services on how to build their cultural safety capacity and complete cultural safety plans.

A State-wide Coordinator supports a network of 15 Cultural Safety Advisors located in a range of ACCOs who work in alignment with the DHHS Aboriginal Cultural Safety Framework.

Key Responsibilities

- Use the materials, guidelines, and tools developed for the project to work with mainstream organisations in their region to undertake cultural safety reviews and develop action plans
- Develop and maintain a working relationship with all services in the locality who provide family violence services to Aboriginal people
- Build knowledge and practice about cultural safety as it relates to providing services and support for Aboriginal clients in the area
- Provide training to staff from all mainstream services on the cultural safety of their services
- Build relationships with local Indigenous Family Violence Regional Action Groups, RAJACs and existing family violence workforce
- Present information about the project in Aboriginal community forums
- Attend ongoing monthly supervision with the team leader

Other Duties

- Participate in six monthly post-employment, and then annual performance reviews with the Manager, Community Services which includes developing a work plan for the next twelve month period
- Participate in and attend organisational meetings as indicated by the Manager, Community Services
- All staff are accountable for the effective and efficient achievement of the key responsibilities of their position
- Be familiar with and abide by the Gunditjmara Cooperative policies and procedures including Occupational Health and Safety, and the Code of Conduct
- Undertake professional development to increase skills and knowledge

- Contribute material for Gunditjmara newsletters and social media
- Provide monthly reports on the activities and outcomes of work undertaken, including internal reporting
- Participate in the Continuous Quality Improvement process, and Risk Management programs, and promote compliance with legislation and Gunditjmara policies
- Participate in Gunditjmara Aboriginal cultural awareness training
- Assist with and support internal and external audit processes
- Promote Gunditjmara's other programs and services
- Other duties as directed by the Manager, Community Services

Knowledge, Skills and Aptitude Required

1. A comprehensive understanding of the dynamics and impact of family violence on Aboriginal families
2. Demonstrated experience in championing change at an organisational level for the benefit of Aboriginal families
3. Existing networks and relationships with Aboriginal Communities across Victoria, including IFVRAGs and RAJACs and/or family violence services
4. Demonstrated ability to build positive and effective professional networks across a range of ACCOs, organisations and individuals which promote collaborative working

Qualifications

- A recognised Diploma of Community Services Work, or similar qualification which is studied over a minimum of two academic years of full-time study (or part time equivalent) or extensive equivalent experience

Child Safety

Gunditjmara is a Child Safe Organisation and is committed to the safety of children and protecting children from abuse. Pre-employment checks include:

- undergo and attain a satisfactory police check
- be in possession of a current Victorian Working With Children Check card
- be able to attain two satisfactory employment references that attest to your suitability to work with Aboriginal and non-Aboriginal children

Other Position Related Information

- A current Victorian driver's licence is required

Guidelines for Submitting Applications

Application deadline is Sunday 16 February 2020. Specific queries about the position should be directed to Les Miller, Manager, Community Services on 03 5559 1234. Queries and applications to Elizabeth Pinson, People and Wellbeing Officer, 5559 1234, recruitment@gunditjmara.org.au. Applications must include your **resume, 2 references, a covering letter and how you meet the knowledge, skills and aptitude required of the position** (see above).

