



## Aboriginal Family Preservation & Reunification Practice Team Leader

EMPLOYMENT STATUSES			
<b>Status</b>	Full time	<b>Award</b>	SCHADS
<b>Hours per week</b>	38hrs per week	<b>Classification</b>	Grade 4
<b>Length of Term</b>	12 months	<b>Salary</b>	As per award
<b>Reports to</b>	Program Manager	<b>Additional Benefits</b>	Access to Salary Packaging
<b>Secondary Report</b>	Director of Operations	<b>PD Review Date</b>	12 months (02/09/2020)

ORGANISATIONAL CONTEXT	
	<p>The Bendigo &amp; District Aboriginal Cooperative (BDAC) is an ACCO (Aboriginal Community Controlled Organisation) registered as a member under the umbrella of VACCHO (Victorian Aboriginal Community Controlled Health Organisation) and represented nationally through NACCHO (National Aboriginal Community Controlled Health Organisation).</p>
<p>BDAC was founded to represent and provide services to the Dja Dja Wurrung community (Jaara people) and Aboriginal residents living in the Dja Dja Wurrung boundaries. BDAC has a responsibility to ensure growth of services, development of our Aboriginal community, better and improved health outcomes for our people, improved quality of life and be a lead agency in providing employment and career pathways for Aboriginal people.</p>	

LOCAL WORK ENVIRONMENT
<p>Bendigo and District Aboriginal Co-operative provides a range of specialist services for clients based primarily in the Dja Dja Wurrung including Health and Wellbeing services, Family and Community Services and Corporate services.</p>

POSITION OBJECTIVE
<p>The Victorian Family Preservation and Reunification Response (the Response), has been funded as a pilot by the Department of Health and Human Services. It was co-designed with representatives from the child and family services sector to be implemented in 2020-21 by Victorian registered children and family service providers.</p> <p>This Response includes an initial intensive intervention phase, delivered through a mobile and integrated approach, followed by a sustained service support phase, aimed at preventing at-risk children entering or re-entering care. The Response will link to, align with, and build on (and not duplicate) existing child and family services within the broader service system, providing an enhanced continuum of care across the state. It will be evaluated and continuously developed to enhance the Family Preservation and Reunification (AFPR) evidence-base for Victorian child and family services (including Child Protection).</p> <p>The model is an integrated and evidence-based/evidence-informed approach to supporting and problem solving with families and preventing children and young people's re/entry to out of home care. The team will work as a cohesive whole and report directly to the AFPR Program Manager.</p>

## BDAC'S VISION AND CORE VALUES

***"Empowered generations belonging to strong families, culture and community"***

<b><u>LEAD</u></b>	We are committed to lead as an individual, team and organisation in order to achieve positive health and wellbeing outcomes for our community.
<b><u>OPENNESS</u></b>	We will be accountable and remain transparent in the delivery of our service to clients, visitors and staff.
<b><u>RESPECT</u></b>	We treat one another with honesty, integrity, respect and value everyone's opinion and feedback.
<b><u>EXCELLENCE</u></b>	We strive for excellence in our programs and services so that we can support positive health and wellbeing outcomes for our community.

## KEY POSITION RESPONSIBILITIES

<b>Primary Responsibilities</b>	<p>The AFPR Practice Team Leader will:</p> <ul style="list-style-type: none"> <li>• Demonstrate ability to work with Aboriginal children, young people, and families with compounded trauma needs</li> <li>• Liaise with Cultural Advisor to ensure children, young people and families cultural needs are identified early and embedded in practice</li> <li>• Carry clinical and administrative supervisory responsibilities for the AFPR Practitioners on the team</li> <li>• Conduct group supervision and training for the team to assure clinician competency in implementation of evidence-based interventions</li> <li>• Conduct individual supervision as needed to target clinician competency needs and to remove individual barriers to effective implementation of the AFPR Response</li> <li>• Assure availability of clinical and administrative support to AFPR Practitioners 24 hours/day, 7 days/week</li> <li>• Work in close collaboration with Department of Health and Human Services (DHHS), placement services and other stakeholders as appropriate.</li> <li>• Promote and educate about The Response with both internal and external stakeholders</li> <li>• Generate and manage case referrals and manage clinician caseloads</li> <li>• Collaborate actively with AFPR management around implementation of The Response by the program, and to ensure continued development of own clinical skills and knowledge of relevant research</li> <li>• Manage and report data on clinical outcomes and program practices</li> <li>• Deliver the Response to a caseload of 1-2 families, as required to address program needs</li> </ul>
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<p><b>Administration &amp; Compliance</b></p>	<ul style="list-style-type: none"> <li>• Model and abide by BDAC Values, Code of Conduct and Policy and Procedures;</li> <li>• Participate actively in and facilitate supervision and professional development activities;</li> <li>• Ensure that you participate in team meetings, staff meetings and other community activities as requested;</li> <li>• Ensure that you adhere to legislative requirements;</li> <li>• Ensure that you report any risks identified immediately to your line manager;</li> <li>• Participate within the team to ensure performance against expectations including performance management and staff development, in accordance with BDAC's policies and procedures;</li> <li>• Ensure that all staff are provided with and operate in a safe environment in accordance with BDAC'S OHS policies and procedures;</li> <li>• Participate in Continuous Quality Improvement (CQI) activities.</li> </ul>
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### COMMITMENT TO SAFETY

- All children have the right to be children and live free of abuse and neglect, so they can grow, learn and develop. Everyone within BDAC is responsible for ensuring a culture of child safety; preventing child abuse and abiding by the Child Safety Principles;
- BDAC is committed to the health and wellbeing of its employees and stakeholders;
- BDAC has a zero tolerance to all forms of violence.

### KEY SELECTION CRITERIA

**Preferred Experience:**

- Significant work experience in a relevant field which supports an understanding of key child development issues relating to young parents and their families who have complex needs.
- Demonstrated experience in leading and improving child and or parent focussed programs.
- Demonstrated capacity to develop collaborative relationships across professional and organisational boundaries, as well as knowledge of relevant Community Service Organizations, local and State Government (DHHS) and the ability to network with these services.
- Demonstrated ability to undertake complex casework with families and children who have experienced trauma
- Significant clinical experience in treating serious antisocial behaviour in youth
- Implementation of evidence-based interventions within or between systems in the youth's natural ecology that affect or influence the behaviour of youth (i.e., family, peer, school, and neighbourhood)
- Provision of group and individual clinical supervision

**Preferred Knowledge:**

- Child development research and its application in treatment
- Direct use of pragmatic (i.e., systems, strategic and functional) family therapies
- Risk and social skills assessment and intervention
- Preferred sound knowledge and understanding of Aboriginal history, values, the stolen generation, practices, and culture

- Have an awareness and knowledge of attachment and trauma theories related to Aboriginal children, young people, and families; Demonstrated ability to use this knowledge to guide practice with Aboriginal children, young people and families
- Advanced skills and knowledge relating to Aboriginal children and families in contact with the child protection system
- Ability to provide leadership on issues involving services to Aboriginal children
- Knowledge of Aboriginal cultures and a commitment to their social, economic, and cultural development
- Demonstrated understanding of cultural safety

**Required Personal Skills:**

- Well-developed interpersonal and communication skills, and demonstrated team building capacity and experience in providing leadership and supervision for staff.
- Excellent interpersonal skills, with a demonstrated capacity to work collaboratively with others and exercise influence in a diversity of contexts.
- Ability to participate collaboratively and constructively within teams of peers, staff, and other stakeholders, as well as initiative and effective personal judgement when working alone.
- Excellent time management skills with the ability to meet deadlines, targets, and key deliverables of the program.
- An ability to work flexible hours when required including some evenings and weekends.

**CONDITIONS OF EMPLOYMENT**

- Must pass a Criminal Police Record Check;
- Must pass & provide copy of Working with Children's Check;
- Must hold current full Victorian Drivers Licence and provide a copy;
- If the position is for a role specifically to provide disability services (or work that involves regular direct contact with or access to a person with a disability), BDAC will check the prospective employee against the Disability Worker Exclusion List.

**EMPLOYEE STATEMENT**

**I have read, understood and accepted the above position description of the Aboriginal Family Preservation & Reunification Practice Team Leader.**

**EMPLOYEE NAME:** .....

**SIGNATURE:** .....

**DATE:** ...../...../.....