



## POSITION DESCRIPTION

<b>Position</b>	<b>Lakidjeka Practice Leader</b>
<b>Reports to</b>	<b>Executive Manager</b>
<b>Direct Reports</b>	<b>Nil</b>
<b>Status</b>	<b>Full time (38 hrs a week)</b>
<b>Location</b>	<b>VACCA Locations</b>

## 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 600 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 Lakidjeka Aboriginal Child Specialist Advise Support Service (ACSASS) provides specialist advice and case consultation to Child Protection about culturally appropriate intervention in respect of all reports relating to alleged harm of children and significant decisions in all phases of child protection.

The Lakidjeka program does not have direct responsibility for case work. The role of the program is to provide advice and support to inform the respectful engagement of families, risk and other assessments, planning, monitoring and reviews undertaken by child protection.

The program works closely with the child protection offices within the local region to:

- Provide an Aboriginal and cultural perspective on all risk and safety assessments
- Support child protection to engage Aboriginal children and families in a fair and respectful manner
- Improve case management and decision-making processes concerning Aboriginal children
- Advocate for the rights and interests of Aboriginal children in all assessments, planning and decision making and at court
- Support Aboriginal families to meet with child protection and understand the legal processes

## POSITION SUMMARY

This is a newly established practice leadership position in Lakidjeka ACSASS.

Reporting to the Executive Manager, Lakidjeka Aboriginal Practice Leader will be responsible for providing practice leadership, mentoring, training and expert advice to Lakidjeka ACSASS workers who are based across VACCA.

The position will also work in close partnership with all relevant Program Managers and Executive Managers who oversee the regional Lakidjeka teams, as well as providing consultation and advice, to other internal stakeholders.

## KEY RELATIONSHIPS

**Internal:** Lakidjeka ACSASS management and staff, relevant VACCA Client Services Exec and Program Managers and staff, VACCA'S Healing and Training team

**External:** Child Protection, Children's Court of Victoria, Government departments; Aboriginal Community Controlled Organisations (ACCO's); other child welfare services.

## KEY SELECTION CRITERIA



**VACCA**  
Connected by culture

- 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
- Demonstrated experience in the child and family services field or a related area and a sophisticated understanding of current issues and awareness of future directions
- Demonstrates reflective, culturally appropriate and evidence-based practice
- Maintains awareness of knowledge, understanding and skills needed to perform role, works to address skill gaps and assists others to identify their training needs
- Proven ability to initiate strategic and productive relationships with key stakeholders and influences sector plans and responses to community needs
- Demonstrated experience keeping up to date with community needs and concerns and provides community members/ clients with information and advice
- Participates in the review and development of policy and uses procedures to guide work practice
- Demonstrates effective and culturally appropriate interpersonal skills e.g. active listening, empathy in all verbal and non-verbal communications
- Within a cultural context takes initiative and supports others to look for innovative ways to improve practice and service delivery

## REQUIREMENTS

- You must have and continue to hold a full Victorian Driver's Licence and a current employment working with children check card.

## POSITION ACCOUNTABILITIES

- Responsible for supporting the Lakidjeka program across Southern & Eastern Metro, Gippsland, Western & North Metro, OM and Golburn and Western District regional areas.
- Contribute to the development and implementation of the Lakidjeka program which includes mentoring, induction and learning & development activities staff in the Lakidjeka program.
- Develop and provide induction training for new Program Managers, Team Leaders and Lakidjeka Case Advisors to support them developmentally in their roles.
- Update training and support learning activities for the Lakidjeka team for changes in legislations, policy, processes and practice through mentoring, learning session, team meetings and monthly communication email.
- Provide specialist or secondary consultation to Lakidjeka Program Managers, Team Leaders and Case Advisors.
- Support Lakidjeka/VACCA management to work through high risk and complex cases where specialist advice is required.
- Provide input, support and facilitate sector training eg Beginning practice and VACCA specific training within the child welfare sector.
- Participate in policy meetings and provide input into VACCA's position on policy papers.



- Lead reflective practice sessions for Lakidjeka Program Managers, Team Leaders and Case Advisor building on current agency practice and establish a centralised body of best practice for Lakidjeka.
- Ensure Aboriginal culture and VACCA's Cultural Therapeutic Ways (CTW) is embedded throughout all aspects in all activities
- Provide advice and assistance in the development of court and other reports which is informed by recent research promoting improved outcomes for at risk Aboriginal children and youth.
- Support system and service improvement through individual mentoring, team training and overall Lakidjeka forums.
- Work collaboratively with Program Managers, Team Leaders and Case Advisors to build and maintain effective partnerships within VACCA stakeholders, with ACCO's, DHHS and mainstream services.
- Keep accurate records of work activities in accordance with relevant information security and privacy policies and requirements.
- Take reasonable care for your own health and safety and for that of others in the workplace by working in accordance with legislative requirements and occupational health and safety (OHS) policies and procedures.

## 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

Connected by culture

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.