

POSITION DESCRIPTION

Position	Therapeutic Residential Care Worker
Reports to	Team Leader
Direct Reports	NA
Status	Casual
Location	Preston

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 Aboriginal Residential Care Program is based on theories of trauma and attachment as well as recognising the ongoing intergenerational trauma, racism and other forms of cultural abuse that Aboriginal children and their families have suffered.

The program aims to provide a culturally safe, nurturing and healing home environment for the children, meeting the children's individual needs using a culturally therapeutic approach. The child's Aboriginal identity, rights and connection to their family, land, and community are privileged.

The cultural foundation for the program has the following components:

Cultural Safety, Cultural Rights, Cultural Responsibilities, Aboriginal understanding of family and kinship structure. Aboriginal understandings of culture as resilience. As well as this the program seeks to comply with the Best Interests Principles and the Aboriginal Child Placement Principle.

POSITION SUMMARY

The Residential Care Worker will engage with the children and young people to develop a nurturing, positive relationship and to assist each child to deal with their trauma-based responses to life in a way that promotes healing, emotional growth and development of positive attitudes and life skills.

KEY RELATIONSHIPS

Internal: Stakeholders include clients, team leader, Program Manager, Residential Care and Executive Manager Residential Care & Therapeutic Specialists

External: Children's School staff and other community Organization with who the children are involved

KEY SELECTION CRITERIA

- Sound knowledge and understanding of Aboriginal culture and values and the ability to effectively communicate with Aboriginal children and their families.
- A demonstrated ability to contribute to Aboriginal children's emotional, physical, psychological and cultural development.
- Applicants must have a minimum Cert 4 in Child, Youth and Family Intervention or be prepared to undertake such study as part of the employment agreement.
- A proven ability to work with Aboriginal children with a range of complex and diverse needs.
- An ability to respond therapeutically to Aboriginal children's pain-based behaviours indicating an understanding of the impact of trauma and disrupted attachment on children.
- An ability to provide therapeutic parenting to children who have been traumatised.
- Ability to participate pro-actively and openly in the therapeutic team including the ability to give and receive feedback in a constructive, respectful manner.
- Ability to complete household tasks such as cooking, cleaning, laundry, transporting children.
- Well-developed written and oral communication skills including the ability to write case notes, Incident Reports and reports on the children as required.
- Ability to complete financial and administrative requirements such as petty cash, pocket money, handover summary sheets.
- A willingness to participate in training and supervision as requested.

- Ability to work collaboratively with child protection workers, schools, police and Aboriginal and mainstream organizations.
- 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

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

- Operate as part of a therapeutic team which includes working co-operatively and openly with colleagues, a willingness to share information, being receptive to the ideas of others, and being emotionally robust and respectfully honest. This includes the ability to remain calm and professional when managing any challenging and confronting behaviours of the children within the context of understanding that the behaviour is a response to trauma and neglect and needs a pro-active therapeutic response.
- Utilise daily activities to assist each child to deal with their trauma based responses to life in a way that promotes healing, emotional growth and development of positive attitudes and life skills including effectively communicating with the children regarding their individual needs and presenting behaviours within the agreed therapeutic approach to assist the children in their social and emotional development
- Pro-actively engage with the children and young people to develop a nurturing, positive relationship with each child during the course of daily activities such as chores, homework, sporting activities, social and cultural events, personal hygiene and "being there" for the child. This includes working respectfully and co-operatively with the children's families, facilitating and supporting the child's contact with their family and friends according to the Best Interests Plan and the Individual Treatment Plan.
- Accurately update and maintain records for the children and management of the group home, including the Communication Book, case notes on CRISSP, Incident Reports and all requested documentation including accountability for the expenditure and the management of petty cash, pocket money, household shopping and other resources in line with the agency policy.
- Operate and maintain the care household through a range of essential daily routines such as: preparation of nutritionally based meals, all usual domestic duties such as cleaning and shopping, and all activities developed for each child as part of their Individual Treatment Plan.
- Undertake all mandatory training as required and participate in supervision, clinical reflection, training and meetings as requested and assist in Quality Improvement activities to ensure agency compliance with the Community Service Organization Registration Standards
- Ensure all administrative forms required by the agency in relation to your employment are completed in the correct timeframe such as time sheets, car log sheets, leave forms etc and always ensure that the House Supervisor or Managers are informed of any significant developments relation to a child or young person's care, safety or welfare

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.