



POSITION DESCRIPTION

Position	Family Violence Support Worker, Orana Gunyah (Aboriginal Women and Children's Crisis Accommodation and Support Service)
Reports to	Senior Program Manager Family Violence VACCA Morwell
Direct Reports	NA
Status	Full time with some casual, 12-month Contract
Location	Orana Gunyah, Morwell (Gippsland)

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 500 staff and delivers more than 50 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. Through *Cultural Therapeutic Ways* VACCA is implementing a whole of agency approach to guide VACCA's practices of healing for Aboriginal children, young people, families, community members and carers who come into contact with our services, as well as creating a safe and supportive workplace for staff.

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 plays 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.

OUR VISION

Aboriginal self-determination - Live, Experience and Be.

OUR PURPOSE



Supporting culturally strong, safe and thriving Aboriginal communities.

PROGRAM AREA

The Morwell office of VACCA delivers a number of programs to Aboriginal children and families including Kurnai Youth Homelessness Service, Family Violence, Aboriginal Family Mental Health Support Service, Aboriginal Leaving Care, the Aboriginal Child and Specialist Advice and Support Service (ACSASS) also known as the Lakidjeka Program.

Orana Gunyah, meaning Welcome, Place of Shelter is a program response to a service gap for Aboriginal women and children who are escaping or experiencing family violence.

Orana Gunyah situated in Morwell, Gippsland will provide a suite of crisis accommodation and support services to women and their accompanying children from across the state. The cluster model facility will provide short term accommodation for up to five women and their children at a time. In addition to the five self-contained units, the site provides a staff support facility enabling the site to operate 24 hours a day, seven days a week and for support services to be delivered on site (case management, outreach, advocacy and referral). The tenancy and property management responsibilities for the five units will be provided by our partner Community Housing Limited (CHL).

POSITION SUMMARY

Reporting to the Senior Program Manager Family Violence, the Family Violence Support worker will be responsible:

- to provide a culturally appropriate response to Aboriginal women and children who are experiencing or escaping family violence.
- to ensure the safety and security of residents and staff at Orana Gunyah, monitoring of the site, signing in visitors, restricting access of known perpetrators, engaging police or emergency services during afterhours and sleepover shifts.

KEY RELATIONSHIPS

Internal: VACCA clients

External: Support agencies (Ambulance & Authorities)

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 working and engaging with Aboriginal families and children



- Demonstrated capacity to work alone with a degree of leadership that includes the paramount responsibility for the safety and security of the residents and staff on site.
- An understanding of, or ability to understand the relevant legislative frameworks, with the Children, Youth and Families Act 2005 and Family Violence Protection Act 2008.
- Ability to speak in a culturally appropriate, respectful manner and delivers clear messages to clients and community members and other staff
- Well-developed decision-making skills and be solution focussed.
- Demonstrated ability to work in a cohesive, responsible and dynamic team.
- Have well developed written, computer, verbal and communication skills.
- Ability to work flexible hours and to participate in an on-call roster.

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

- Ensure the safety and security of residents and staff at Orana Gonyah, monitoring of the site, restricting access of known perpetrators, engaging police or emergency services
- Receive and provide a thorough handover at the beginning and end of each shift and ensure all processes are followed to so all relevant information is passed on.
- Ensure strict privacy, confidentiality and client record standards are kept according to program expectations.
- Ensure the guidelines of the site are maintained including meeting OH&S expectations.
- Commit to undertake any/all training, meetings and group supervisions as identified by supervisor.
- Participate actively in a dynamic and resourceful team.
- Strong organisational abilities and interpersonal skills, including the capacity to negotiate and work effectively with a range of individuals.
- Respond appropriately to the diverse needs of women affected by family violence including the need for safety, building self-esteem and enhancement of coping skills.
- Be responsible for maintaining the cleanliness of sleepover quarters for the next shift worker.
- Other duties as directed which include VACCA, cleaning of all admin areas.

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.



VACCA
Connected by culture

- 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

This is a fulltime position comprising 16hrs per fortnight and Casual Hours as required. To perform the duties of this position effectively you may be required to work additional hours or vary your working times, on any day of the week, as appropriate and necessary from time to time. There is no paid over time, however, time in lieu arrangements will be negotiated as required with the Senior Manager

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