



# Victorian Aboriginal Community Services Association Ltd.

## JOB DESCRIPTION

<b>Position:</b>	Family Violence Outreach Case Worker – North/East/Hume/Moreland
<b>Location:</b>	VACSAL Aboriginal Centre for Males – 201 Bell Street, Preston
<b>Hours:</b>	Full Time – 37.5 Hours per week
<b>Classification Award:</b>	Community Development Worker – Level 4.1 - 4.4
<b>Contract Period:</b>	12 month position
<b>Reports to:</b>	Chief Executive Officer
<b>Supervision:</b>	Manager – Aboriginal Centre for Males
<b>Travel</b>	Statewide travel is a requirement of the position

### OUR ORGANISATION

The Victorian Aboriginal Community Services Association Limited (VACSAL) is the recognised state-wide Peak Advisory body on Aboriginal Community issues. VACSAL is a community based, community controlled organisation, comprising representatives from Koorie organisations across the State. As well as having an advisory role, VACSAL delivers and manages a range of critical community services across Victoria.

VACSAL Aboriginal Centre for Males is a key stakeholder in addressing and focussing on the issues surrounding family violence and strongly support men to commence and continue a path of healing for themselves, their families and communities. In 2005 the state government introduced reforms to the family violence service system. As a result Victoria has established an Integrated Family Violence System that enables a range of service providers to respond collaboratively to Aboriginal Men who use violence against women and families.

### POSITION SUMMARY

This position provides a practical medium term case management response. The case worker will work with a small case load of high needs men and be responsible for providing intensive support and case work. The position will expect a full caseload that consists of eight clients at any one time providing intensive casework and follow up support to 20 episodes of support over a twelve-month period.

The positions will cover the North-East Metropolitan area of Melbourne including Hume/Moreland.

Case management is an assertive outreach service, and will involve case workers travelling to other locations and services to provide support to their client to address their barriers. This will include attending appointments to address housing, AOD and other issues.

## KEY RESULT AREAS

### TASKS:

<ul style="list-style-type: none"><li>• To provide a highly mobile outreach worker utilising a case management framework to respond to needs of Aboriginal Men involved in and/or experiencing family violence.</li></ul>
<ul style="list-style-type: none"><li>• Development of a case plan, including goal setting and engagement with required services to support users of violence to achieve their goals and negotiate the service system.</li></ul>
<ul style="list-style-type: none"><li>• Proactive and assertive practical and psychological support to work with users of violence to address barriers to motivation and readiness to change through strength-based practice and use of approaches such as motivational interviewing.</li></ul>
<ul style="list-style-type: none"><li>• Activating referral processes and relationships with local support services, including supporting attendance at appointments with housing services and health services.</li></ul>
<ul style="list-style-type: none"><li>• The development of solid working relationships with mainstream community services such as, anger management/therapy programs, drug and alcohol, transitional/crisis housing providers.</li></ul>
<ul style="list-style-type: none"><li>• Keep users of violence in view of services and relevant authorities.</li></ul>
<ul style="list-style-type: none"><li>• Contribute to a 'safe at home' approach.</li></ul>
<ul style="list-style-type: none"><li>• Provide an opportunity to engage with victim survivors via family safety contact.</li></ul>
<ul style="list-style-type: none"><li>• Identify information that may be proactively or responsively shared on request under the information sharing scheme to contribute to risk assessment and management for victim safety.</li></ul>
<ul style="list-style-type: none"><li>• Actively engage users of violence with a view to identify key changes necessary to enable them to take responsibility and enable the victim survivor to live safely, including the ongoing use of risk assessment and risk management.</li></ul>
<ul style="list-style-type: none"><li>• Provide a tailored service response through the coordination of specialist services, including mental health, alcohol and other drug, and housing services.</li></ul>
<ul style="list-style-type: none"><li>• Assist in engagement with programs that aim to stop family violence, including but not limited to MBCPs.</li></ul>
<ul style="list-style-type: none"><li>• Actively involve the user of violence in planning and decision making to encourage engagement with other social and universal services.</li></ul>
<ul style="list-style-type: none"><li>• Assist with VACSAL community events such as Naidoc activities, sports carnivals etc.</li></ul>
<ul style="list-style-type: none"><li>• Attend VACSAL In Service annually.</li></ul>
<ul style="list-style-type: none"><li>• Create a yearly work plan, ensuring it aligns with your KPI's and is in conjunction with your program and the Strategic Plan. Ensure it is updated bimonthly as part of your supervisor sessions.</li></ul>
<ul style="list-style-type: none"><li>• Attend bimonthly supervisor sessions.</li></ul>
<ul style="list-style-type: none"><li>• Undertake other duties that are peripheral to the main tasks, provided that such duties are reasonably within the employee's skills, competence and training.</li></ul>
<ul style="list-style-type: none"><li>• Ensure you have a sound knowledge of all VACSAL programs.</li></ul>

## **KEY SELECTION CRITERIA (KSC)**

### **Mandatory KSC:**

- Knowledge and understanding of Koorie history culture and issues affecting the Victorian Koorie community.
- A good understanding and demonstrated experience in providing case management to adult men.
- A good understanding of the effects of trans generational violence and trauma on Aboriginal men and their families.
- Experience working with Aboriginal Men and users of family violence.
- Qualifications: Tertiary qualification in social work or similar would be an advantage.
- To work with families/individuals and reach agreement on strategies that reduces the likelihood of violence within the family unit.
- A demonstrated ability to write clear and concise reports and assessments.
- Excellent communication and interpersonal skills.
- Current Working with children's check
- Current National police check
- Current Victorian Driver's License

### **Other Relevant Information:**

- After hours work may be required
- The successful applicant will be required to disclose any pre-existing injury/injuries and/or medical condition/s, which could be aggravated by the type of employment they are applying for. The existence of an injury/injuries and/or medical condition/s will not preclude the applicant from employment, unless they are unable to perform the inherent requirements of the position. However, failure to disclose any relevant information may affect a claim for Worker's Compensation.
- Aboriginal and Torres Strait Islander applicants are encouraged to apply.

Applications for this position must include the following:

- 1 Written cover letter that outlines why the applicant believes that he/she would be suitable for this position.
- 2 Detailed Curriculum Vitae that outlines educational and employment background, which must also include at least 3 referees.
- 3 A detailed response to the Key Selection Criteria.
- 4 Applications for this position close **29<sup>th</sup> January, 2021**. Applications must reach VACSAL office by close of business that day.
- 5 **It is a mandatory requirement that all successful applicants will be required to provide a current Working with Children check and a current National Police check.**
- 6 Applications must be marked ***Private & Confidential*** and addressed to:

Linda Bamblett  
CEO  
Victorian Aboriginal Community Services Association Limited  
496 High Street  
Northcote, VIC 3070  
Email: [hr@vacsal.org.au](mailto:hr@vacsal.org.au)

Further information or questions concerning this position can be directed to Chris Egan, Manager – Aboriginal Centre for Males on 9487-3000 or via email [hr@vacsal.org.au](mailto:hr@vacsal.org.au)

## Diversity Statement

Aboriginal culture is core to VACSAL's values and we will always be a culturally safe environment for Aboriginal peoples. We are a family of families and everybody is welcome and included.

For VACSAL, this means we embrace the diversity of our Aboriginal community and any non-Aboriginal family members of community. As cultural integrity is the cornerstone of our services, we will make all of our community feel welcome in our services regardless of their needs and identities as individuals.

We understand that not everybody will require the same approach, instead we consider their needs as an individual, as a family, as a community.