



## POSITION DESCRIPTION

<b>Position-</b>	<b>Case Worker/Senior Case Worker</b>
<b>Reports to-</b>	<b>Team Leader</b>
<b>Direct Reports-</b>	<b>NA</b>
<b>Status-</b>	<b>Full Time</b>
<b>Location-</b>	<b>Eastern/Western/Southern/Northern Suburb and Gippsland</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.

## OUR VISION

Aboriginal self-determination - Live, Experience and Be.

## OUR PURPOSE

Supporting culturally strong, safe and thriving Aboriginal communities.

## PROGRAM SUMMARY



The Caseworker/Senior Caseworkers forms part of a multidisciplinary team of qualified and experienced staff from a range of professional backgrounds.

The Caseworker/Senior Caseworkers will act as the key point of contact for the family, care team and related service network for each allocated case. In addition, the role will play a lead role in the initial engagement, assessment and planning processes for each family.

The Caseworker/Senior Caseworkers will be required to provide holistic, culturally safe, trauma-informed and strengths-based casework support for Aboriginal families with complex needs who are referred to the program, including case planning, service coordination and direct services

## KEY RELATIONSHIPS

*Internal:* All client support services including; education support, Art mentoring, FV Therapeutic supports (counselling and groups) programs, Playgroup, ALFDM, Foster Care (for respite support), Emergency Relief, Wilam Homelessness, Koori Families as First Educators, etc

*External:* Aboriginal families and community, Aboriginal Organisations, VAHS, Housing Services, Education Institutions (Child care, Kinder, Primary and Secondary schools, TAFE and other alternative schools), Health Services, Child Protection, Queen Elizabeth Centre, FV services, Counselling services, Emergency Relief Services, etc.

## KEY SELECTION CRITERIA

- Demonstrated understanding of, and commitment to, the values that underpin VACCA' vision and purpose and a willingness to champion these internally and externally
- Demonstrated awareness and appreciation of Aboriginal societies and cultures, and commitment to continually build knowledge of such, along with awareness of the key issues which impact upon Aboriginal communities
- A sound understanding of the principles of casework practice, with a demonstrated capacity to: actively engage with families that may be unwilling to receive services; build confidence, motivate and sustain change and influence positive outcomes; undertake quality assessments and coordinate planning processes; and undertake quality case recording, data reporting and file management.
- A high level interpersonal and communication skills, including a demonstrated ability to: provide information and feedback to Aboriginal children and families in ways that are constructive, respectful of Aboriginal styles of learning and sensitive to the needs of individuals with learning difficulties; and effectively advocate on behalf of families.
- A demonstrated commitment to establishing and maintaining collaborative relationships with families, colleagues, government departments, sector partners and the Aboriginal Community

## REQUIREMENTS

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



**VACCA**  
Connected by culture

## 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.