



POSITION DESCRIPTION

Position	Senior Case worker - Kinship Care
Reports to	Team Leader
Direct Reports	NA
Status	Full time (38 hrs pw)
Location	Morwell

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 Gippsland Kinship Program works with Aboriginal children and families who live in the Inner Gippsland Region of the Department of Human Services.

- As part of the Kinship Care Program, Aboriginal agencies have the Cultural Connections which provides cultural support and connection to non-Aboriginal or Aboriginal carers and children in their care.
- Case Contracted Service which involves VACCA assuming full case management of children on protective orders and who is placed long-term with their extended families.

POSITION SUMMARY

The Senior Case worker reports to the Team Leader of Kinship program which is a part of the Gippsland OOHC program. The Senior Case Worker is expected to provide all aspect of case management of complex caseloads and ensure compliance around the Kinship programs are met.

This position will also provide support to the Team Leader; in supporting of new staffs and current staffs to ensure they are able manage their day to day case management tasks. You will also support in preparation of audits and support the OOHC leadership team.

KEY RELATIONSHIPS

Internal: VACCA staff group, other OOHC programs within VACCA,

External: Child Protection DHHS and other government departments, health professionals, schools, Early Years providers, other Aboriginal organizations and services, Community Service Organizations.

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 knowledge and practice experience in the child welfare field.
- Demonstrated experience in identifying risks in case management/work practice and implements procedures to minimise/eliminate negative outcomes and improve practice
- Demonstrated experience in preparing accurate documents and reports e.g. case notes, incidents reports, court reports, work reports that meet audience needs
- Demonstrated ability to advocate/negotiate for children and families in ways which advance organisational objectives



- Demonstrated ability to take responsibility for work outcomes and helps others to understand their roles and responsibilities
- Demonstrated ability to communicate clear, culturally appropriate, respectful and consistent messages to clients and community members and other staff
- Ability to offer informed and constructive input and feedback to team discussions, assist and supports other staff in dealing with difficult cases/ issues
- Demonstrated experience in building positive, culturally supportive team environment and facilitates the development of team members
- Demonstrates ability to listen respectfully, facilitates the resolution of clients and colleagues' problems in a culturally respectful ways and works towards the resolution
- Demonstrated experience within a cultural context takes initiative and supports others to look for innovative ways to improve practice and service delivery
- Demonstrates ability to contribute to enhancement of quality practice and ensures that own work complies with accreditation / quality standards

QUALIFICATION

- Certificate, Diploma or Degree qualification in Community Services, Social Worker and/or substantial experience in these fields is desirable

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

- Provide ongoing support to carers and children involved in statutory kinship care placements.
- Fortnightly visit with the children in kinship care placements.
- Identify the training and support needs of kinship carers, particularly non-Aboriginal kinship carers in terms of their cultural competence and connection to the Aboriginal community.
- Provide cultural information and support to non-Aboriginal kinship carers.
- Provide family support to carers who need short term family support intervention.
- Organize and facilitate access between the children in kinship care placements and their parents or other family members.
- Identify children's needs using the Looking after Children framework and the resources needed to meet these needs as well as completing LAC documentation.
- Fulfil responsibilities associated with Case Contracts by completing all case management tasks and reporting requirements back to DHHS kinship care managers.
- Provide accurate information to update and maintain client data on the CRIS electronic data systems.
- Complete quarterly reports, court reports and Best Interests Draft Case plan reports for each allocated child in a kinship care placement.
- Complete Carer Assessments and Permanent Care Assessments as required.
- Participate in supervision, training and meetings as requested.



VACCA
Connected by culture

- Ensure all administrative forms required by the agency in relation to your employment are completed in the correct timeframe such as time sheets; leave forms, car log sheets.
- Assist in Quality Improvement activities to ensure agency compliance with the Community Service Organisation Registration Standards.
- Supervision of students or trainees placed under the Kinship program

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 and thriving Aboriginal communities and aim to ensure every individual is treated with dignity regardless of their cultural background, ability, ethnicity, gender identity, sexual orientation or religion

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