



## POSITION DESCRIPTION

<b>Position</b>	Senior Project Officer - Cultural Practice Coach x 2
<b>Reports to</b>	Senior Project Manager
<b>Direct Reports</b>	None
<b>Status</b>	Full time for 12 months
<b>Location</b>	Based at the Bell Street Preston office

## 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 Division of Client Services Practice and Development has responsibility for Quality, Practice Leadership, Training, Research and Development, Policy and Business Development, in house Legal Counsel, and Foster Care Recruitment. The Division works closely with operational Directors and Executive Managers across VACCA to build capability and the capacity of the workforce in meeting the needs of Aboriginal children, families and community members. The role sits alongside other project positions within the Division.

The position is within the program area of Outcomes and Evaluation that includes our Research and Evidence Development team and our Cultural Therapeutic Ways Project team. The team's focus is on supporting the implementation of Aboriginal ways of working through development of resources and tools; development and gathering evidence of outcomes that are important Aboriginal people; and building an evidence base of our Aboriginal programs and supporting practice.

The position is part of the Common Elements Project which is responsible for documenting cultural practice through the development of cultural practice guides. The program also trains and supports our staff within VACCA, other ACCO's and Community Service Organisations (CSO's) through a coaching model to use these practices when working with Aboriginal families.

## POSITION SUMMARY

The position is located at VACCA Preston office and requires travel to key ACCO's and CSO's.

The role is unique in that it supports the facilitation of training and coaching in Cultural Practice (specific cultural elements have been documented) as part of the Victoria and Aboriginal Preservation and Reunification Response. The coaching is provided to team leaders and practitioners in either groups or one-to-one sessions. The position will work alongside the Centre for Excellence who coach common practice approaches (specific practice elements have been documented).

The Family Preservation and Reunification Response is being implemented by Victorian child and family service providers in partnership with Child Protection in each of the 17 Department of Health and Human Services Areas. There is also an Aboriginal response provided in each of the four Divisions by ACCO's (which is planned to be expanded to other ACCOs). There are three positions:

- One position to provide support the two ACCOs – VACCA and BDAC providing the Aboriginal response; and
- Two positions to support other ACCOs and Community Service Organisation (CSO's) involved in supporting Aboriginal children in the Response (currently being advertised).

The role will work closely with the Department of Fairness, Families and Housing (DFFH), the Centre for Evidence and Implementation and the Centre for Evidence and Implementation (CEI) as we implement this new evidence informed approach and the new Victorian and Aboriginal Family Preservation and Reunification Response is evaluated.

The senior project officer position will be employed under the general terms and conditions of VACCA staff. All staff is required to comply with the VACCA Code of Practice.



## KEY RELATIONSHIPS

- Internal:* Staff at all levels of the organisation from the CEO, Leadership Group and Executive Managers to caseworker and administrative staff
- External:* DHHS, Centre for Evidence And Research Evidence, ACCO and CSO staff, Centre for Evidence and Implementation, Centre for Excellence, the Alliance and external consultants

## KEY SELECTION CRITERIA

The successful applicant will demonstrate the following:

- 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 working with Aboriginal staff, children and families.
- Strong understanding and knowledge of cultural practice in working with Aboriginal children and families.
- Strong communication skills of Aboriginal ways of working with Aboriginal and non-Aboriginal people.
- Experience facilitating workshops, training, supervising staff and/or coaching.
- Knowledge of the Victorian Child and Family Services Sector.
- Strong organisational skills (including time management), interpersonal and communication skills.
- Strong skills in engaging and maintaining relationships with mainstream service providers and ACCOs.
- Proven ability to work independently and within a team environment.

## 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

The Senior Project officer will be required to undertake the following tasks:

- Undertake a diverse range of activities that result in the effective implementation of cultural practice as part of the Family Preservation and Reunification Response, including but not limited to:
  - Engaging and building relationships with team leader's and practitioners within ACCO's and CSO's.



- Support facilitated training of cultural practice to Aboriginal and non-Aboriginal staff across ACCO's and CSO's.
- Provide coaching to team leaders and practitioners in groups or one-to one to building competency and capability in cultural practice when working with Aboriginal children and families.
- Participation in governance and Local Implementation Team meetings to support implementation of practice and the evaluation of the Family Preservation and Reunification Response.
- Support the establishment and collection of data to demonstrate the use of cultural practice.
- Supporting the development and document of new cultural elements, feedback and revision on cultural practice elements and cultural considerations to common practice elements as they are implemented.
- Undertake other work related to this role, as required, that contributes to the effective implementation of the Family Preservation and Reunification and future expansion of the cultural practice across other programs as required.

## 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