



## POSITION DESCRIPTION

<b>Position</b>	Barreng Moorop Cultural Support Worker
<b>Reports to</b>	Team Leader Koorie Children and Youth Programs
<b>Direct Reports</b>	N/A
<b>Status</b>	Part Time (0.8)
<b>Location</b>	340 Bell Street, Preston

## 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 Barreng Moorop program is a partnership between Victorian Aboriginal Child Care Agency (VACCA), the Victorian Aboriginal Legal Service (VALS) and Jesuit Social Services (JSS). The program provides an integrated, intensive support service to Aboriginal children, 10-15 years of age who have current or past involvement with police or likelihood of future involvement due to family involvement with the justice system.

The program aims to support to address the issues underlying the young person's offending behaviour, or young person's family's offending behaviour. These issues may include (but are not limited to); family dysfunction, mental health issues, trans-generational trauma, attachment difficulties, intellectual disabilities, experiences of violence and abuse, poverty, disengagement with the education system and lack of social and community connection.

## POSITION SUMMARY

The role of the Cultural Support Worker is to work cooperatively with Barreng Moorop case managers and under the direction of the team leader, to ensure that culturally appropriate programs and activities are developed and delivered for the young people in the programs managed under the Koorie Children and Youth program team. The cultural support worker will develop, plan and implement term programs and holiday activities to ensure the children are connected to their culture and community, and grow in their sense of belonging and identity.

The cultural support worker will also undertake a variety of case work and administration tasks under the direction of the case workers or team leader, such as assisting with referrals, making phone calls, researching supports etc.

## KEY RELATIONSHIPS

*Internal:* Barreng Moorop; KKS@S; Navigator and cultural programs

*External:* Aboriginal services; community cultural facilitators; Aboriginal artists and musicians; community spaces

## KEY SELECTION CRITERIA

The successful applicant will possess:

- 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.
- Project management skills including developing, implementing and evaluating projects.
- A sound knowledge of child development and childhood trauma.
- Ability to maintain confidentiality and privacy
- Good conceptual and written skills.
- Capacity to work both independently and as a member of a team

## REQUIREMENTS

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

**Please note: This is an Aboriginal and/or Torres Strait Islander designated position, classified under Section 12 Special Measures of the Equal Opportunity Act 2010. This employment opportunity is only available to Aboriginal and Torres Strait Islander people**

## POSITION ACCOUNTABILITIES

### TRANSPORT

- Transport and accompany children to activities and events.

### CULTURAL SUPPORT

- Develop, implement and evaluate cultural programs and activities
- Support the case managers to develop a Cultural Support Plan for children and young people
- Support the case managers in developing a genogram and organising confirmation of Aboriginality for children and young people
- Research for and acquire culturally appropriate resources for the children and families

### ADMINISTRATION

- Assist case managers with administration tasks such as filing, taking minutes, processing payments etc

## 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.