

POSITION DESCRIPTION

Position	Koorie Educator – Koorie Families as First Educators program
Reports to	Team Leader – Early Intervention
Direct Reports	None
Status	Full Time (38 hrs pw)
Location	Based at the VACCA Morwell 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

VACCA's Morwell office delivers a number of programs to Aboriginal children and families in the Gippsland area including the Kurnai Youth Homelessness Service, Family Violence services, Family Mental Health Service, Leaving Care, Better Futures, Empower Youth, Cradle to Kinder, Return to Country Pilot program, Kinship Care and the Aboriginal Child & Specialist Advice and Support Service, known as the Lakidjeka Program.

In addition, a number of justice diversion related programs are delivered by the Morwell office, as well as the statewide crisis accommodation and support service for Aboriginal women and children escaping or experiencing family violence known as Orana Gunyah.

POSITION SUMMARY

VACCA's Koorie Families as First Educators program provides support for Aboriginal families to build their capacity to support their children's early learning and development and connection to Community and culture through in-home support and group-sessions.

Koorie Educators support families by: providing a culturally safe and trauma informed environment for families and children to learn; supporting positive parent-child interactions and parental skill development; supporting child development and school readiness; developing cultural knowledge and identity of children and families; promoting connection to culture and Community and self-care; providing information about services including maternal child health; and affirming Aboriginal childrearing practices.

KEY RELATIONSHIPS

Internal: Other programs across Gippsland VACCA

External: Aboriginal Community Controlled Organisations, Maternal and Child Health services, Early Childhood Education and Care Services, Community Service Organisations

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 experience in working and engaging with Aboriginal families and children/
Demonstrated experience in child and family sector
- An ability to work in a culturally respectful and competent manner with Aboriginal children, their families and communities to ensure that cultural connections are fostered and maintained

- An understanding of developmental milestones for children
- An ability to work effectively with Aboriginal organisations, government departments and community service organisations
- Well-developed written and oral communication skills, including the ability to effectively communicate with Aboriginal people and to prepare written reports
- A proven ability to work as part of a team
- An ability to facilitate group sessions with families and children
- A willingness to participate in training programs and in supervision
- An ability to work flexible hours.

QUALIFICATION/EXPERIENCE

- **Desirable:** Experience or formal qualifications in child care is desirable. It is expected that applicants be willing to undertake a Diploma or other relevant training in the course of their role. This would be supported and facilitated by VACCA.

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

- Preparing for and providing in-home sessions for parental skill development for Aboriginal families and children
- Implementing session plans and work plans
- Understanding of and ability to articulate early childhood development to parents and carers
- Ensuring a culturally safe environment for families and children to learn
- Engaging and developing relationships with families and children
- Engaging and consulting with Aboriginal Elders in regards to the cultural components of the program
- Providing mentoring and role-modelling based on Aboriginal child rearing practices, including from Elders, strong Community-members and peer-based mentoring
- Ensuring that Aboriginal activities, music, dance, language and stories are incorporated into the program
- Promoting an understanding of self-care, emphasising the importance of connection to culture and Community to the wellbeing of Aboriginal families and children
- Supporting families to engage with maternal and child health and early years' services
- Ensuring parent recruitment, participation and interaction in the activities, including assertive outreach to clients if required
- Liaising and consulting with the program Team Leader about any issues of concern regarding child development and program planning
- Participating in Gippsland VACCA's programs and goals
- Maintaining records
- Networking with Community agencies and organisations
- Participating in further training as considered appropriate

- Being available to attend Community events in a work capacity, occasionally outside of work hours.

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.