



**VACCA**  
Connected by culture

## POSITION DESCRIPTION

<b>Position:</b>	<b>Orange Door Practitioner Lead – Aboriginal Families</b>
<b>Reports to:</b>	<b>The VACCA Team Leader OD ( SMA)</b>
<b>Direct Reports:</b>	<b>N/A</b>
<b>Status</b>	<b>Full time (38 hrs pw), Fixed Term contract till 30 June 2022 with option to extend</b>
<b>Location:</b>	<b>Dandenong &amp; Southern Metropolitan Area (SMA)</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.

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 Senior Program Manager for Family Violence & Justice has responsibility for several programs and initiatives within the Southern Region. This position will sit under the Family Violence and Justice program.

However, the VACCA Team Leader – The Orange Door SMA & Senior Aboriginal Practice Leader SMA will provide management and leadership responsibility to the Orange Door Practitioner Lead. The Orange Door Practitioner Lead will have key relationships with several VACCA programs and staff.

VACCA teams work with families to assist with family violence and promote family wellbeing, participation in the broader community and access to relevant services. The teams provide families with a range of options for culturally responsive support in times of need, with a focus on positive parenting and family interaction to promote children's development.

## POSITION SUMMARY

The Orange Door Practitioner Lead SMA is a newly funded position to VACCA within the Orange Door although the position is well established within the Orange Door. The position will report to the Team Leader- Orange Door.

The Orange Door Practitioner Lead SMA will be responsible for providing family violence and wellbeing support to any Aboriginal people who enter the Orange Door intake system. They will co-ordinate supports to meet the needs of presenting clients. Additionally, the Orange Door Practitioner Lead will work closely with the VACCA Team Leader and Senior Aboriginal Practice leader and Orange Door networks to provide a culturally safe and appropriate response & support & referrals for Aboriginal people accessing the Orange Door SMA.

## KEY RELATIONSHIPS

*Internal:* VACCA staff and community, including client service regional management and staff.



*External:* Support and Safety Orange Door Staff, Family Safety Victoria (FSV); Government departments; Aboriginal Community Controlled Organisations (ACCO's); other child welfare services

## 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 understanding of Family Support Services and different models of intervention.
- Demonstrated knowledge and understanding of Intake processes, MARAM and assessment of risk.
- Demonstrated understanding and experience in Family Violence and wellbeing
- Demonstrated ability to work collaboratively and liaise with government and non-government agencies to achieve mutually agreed client outcomes
- Demonstrated ability to advocate on behalf of children, young people, individuals and families in ways which advance organisational objectives
- Demonstrated ability to prepare accurate documents and reports e.g., case notes, assessments, referrals, case planning and case closure and record keeping
- Demonstrated ability to participate in review & development of policy and program development.
- Demonstrates effective and culturally appropriate interpersonal skills e.g., active listening, empathy in all verbal and non-verbal communications
- Demonstrated experience with Client Management System [IRIS Data Base/CRM]

## 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

- Leading and supporting culturally safe and responsive practice in The Orange Door SMA with Aboriginal families
- To undertake assessments of Aboriginal people and families referred through the Orange Door intake system.
- To support, inform and assist Aboriginal people and families referred through the Orange Door and throughout involvement.
- Supporting the Orange Door Team through consultation, education and outreach to ensuring that their work with Aboriginal families is culturally responsive.



- Building the cultural safety of The Orange Door and supporting choice and self-determination of Aboriginal people.
- Liaising with and providing specialist or secondary consultation to organisations and services within the Orange Door network in order to discuss direct service issues for Aboriginal people accessing services through the Hub.
- Working with local Aboriginal governance groups to provide connection between Aboriginal services, communities and the Hub.
- Working collaboratively with the Senior Aboriginal Practice Leader to build and maintain effective partnerships with Aboriginal and Mainstream services
- Keep accurate and complete records of your work activities in accordance with VACCA, The Orange Door and legislative requirements and the Victoria Government's, information security and privacy policies and requirements
- Take care for your own health and safety and for that of others in the workplace by working in accordance with legislative requirements and occupational health and safety (OHS) policies and procedures.
- Undertake other duties as directed by VACCA Team Leader The Orange Door & Senior Aboriginal Practice Leader and management SMA

## 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 as required

## 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.