



## POSITION DESCRIPTION

<b>Position</b>	Team Leader, Practice Based & Trauma Informed Learning
<b>Reports to</b>	Manager, Learning and Development, VACCA's Capacity Development and Services Reform Unit
<b>Direct Reports</b>	2
<b>Status</b>	Full time (38 hrs pw)
<b>Location</b>	Based at 340 Bell St, 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. Through *Cultural Therapeutic Ways* VACCA is implementing a whole of agency approach to guide VACCA's practices of healing for Aboriginal children, young people, families, community members and carers who come into contact with our services, as well as creating a safe and supportive workplace for staff.

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 plays 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.

## OUR VISION

Aboriginal self-determination - Live, Experience and Be.

## OUR PURPOSE

Supporting culturally strong, safe and thriving Aboriginal communities.

## PROGRAM AREA

The Learning & Development (L&D) Team is responsible for building the skills, knowledge and capability of VACCA staff, supporting VACCA's growth and development as the lead Aboriginal child and family organisation in Victoria. In addition, the L&D Team works with sector organisations, the Department of Families, Fairness and Housing (DFFH) and other community and business organisations to help build understanding and knowledge of Aboriginal culture and ways.

The Learning & Development Team supports the shared effort of over 600 staff, working out of over 18 sites and is specifically responsible for:

- Supporting VACCA's Vision, Purpose and Principles
- Supporting VACCA's Cultural Therapeutics Ways of working
- Building the knowledge and skills of VACCA staff
- Working with VACCA programs to identify learning needs of staff
- Supporting external organisations in building the cultural competence of staff
- Working with Government departments to support the needs of funded programs and department staff

The key areas of work for the Team Leader, Practice Based & Trauma Informed Learning will be to lead the practice-based learning team and to be the key facilitator of VACCA's client-focused, trauma-informed and family violence learning packages. This role is designed to build the capability of staff within VACCA and across the sector. It is an opportunity to support and shape the practice of VACCA and sector staff, helping them to provide culturally supportive, trauma informed and family violence aware services to Aboriginal children and families.

As a member of the Learning and Development team you will be part of a supportive group of staff with diverse responsibilities involving contact with all areas of VACCA. You will have the opportunity to contribute the skills you've gained in previous roles and to build your knowledge and expertise about the diverse range of programs that VACCA delivers for Aboriginal children and families, including Cultural, child protection, out of home care, family, youth, justice and family violence programs.

## PRIMARY OBJECTIVES OF THE ROLE

The Team Leader, Practice Based & Trauma Informed Learning role will involve:

Key responsibilities:

- Lead the Practice Based Learning team within the Learning and Development Unit, ensuring the work of the unit supports VACCA's strategic directions.
- Provide regular supervision and support to the Practice Based Learning team.
- Facilitate and project manage the delivery of trauma informed and practice-based learning internally and externally at VACCA.
- Support other VACCA staff in building the skills required to deliver trauma Informed learning opportunities.
- Consult with community organisations, including other ACCOs, to identify learning needs and to deliver appropriate workshops.
- Develop systems and processes to support the delivery of workshops within Victoria and across Australia.

- Promote VACCA's external workshops to other community organisations, including ACCOs.
- Consult and work closely with other VACCA Program Managers, Team Leaders, program staff and other key internal and external stakeholders in undertaking their duties.
- Work in collaboration with other staff and supporting and guiding other staff as a senior member of a project team.

**Key programs to be facilitated/project managed by this role:**

**Internal VACCA Trauma Workshops**

VACCA provides its staff with a wide program of professional development opportunities designed to build the capability of our teams so that they can meet the needs of the Aboriginal children, women and families that we support. VACCA recognises the importance of staff having a strong understanding of the trauma related to colonisation and dispossession experienced by Aboriginal people, and the ongoing impact of this trauma on the lives of Aboriginal people. The successful applicant for this role will be responsible for facilitating VACCA's 3-day internal Trauma workshop. In addition, they will be responsible for reviewing and improving the workshops based upon learner feedback and organisational needs.

**Internal VACCA Fundamentals of Family Violence Workshop**

This is an internally mandated training program so all staff understand The Fundamentals of Family Violence through a Cultural lens. The training is designed to support VACCA staff to develop the skills and knowledge to apply a cultural family violence lens to their practice. This includes: a shared understanding of how family violence presents and impacts upon service users and community members in both Community Service Organisations (CSOs) and Aboriginal Community Controlled Organisations (ACCOs); an introduction to the MARAM Framework including key legislation and reforms; and the development of practice skills in culturally inclusive responses to family violence.

**Yarning up on Trauma - External**

VACCA works with the sector, schools and within communities to facilitate a three-day learning & development program - Yarning Up on Trauma. In this program participants discuss the nature and effects of trauma including physical, social, emotional and spiritual impacts. There is a focus on understanding trauma in the context of Aboriginal history: through invasion, colonisation, stolen generations, disadvantage and institutionalised racism. The multi-day program identifies ways in which trauma affects health, well-being and relationships with others - with participants identifying strategies and supports that assist in healing and working with clients who are living with and experiencing trauma. Yarning Up on Trauma focuses on the needs of Aboriginal children and families today, in the context of a history of trauma.

**KEY RELATIONSHIPS**

**Internal:**

- Two practice focused trainers (focused on Family Services and Out of Home Care respectively);
- Collaborative relationships with the L&D team, VACCA's Healing Team, Client Services Practice & Development Division and other VACCA staff;
- Directors, Executive Managers, Research and Evaluation team, Regional Program Managers.

**External:** DFFH and other government departments, philanthropic organisations, community service organisations, Aboriginal Community Controlled Organisations.



## KEY SELECTION CRITERIA

We are looking for an experienced practitioner within the Child and Family services sector who has training experience, is well-organised and works well in a team.

If you have the following experience, skills and attitudes this job could be just for you:

- 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
- Skills and experience in project management and project planning
- Knowledge of the child and family welfare sector, including family and out of home care services
- Experience working with Aboriginal children, families and communities
- In depth knowledge and experience in one or both of the following practice areas:
  - o Trauma-informed care
  - o Family Violence
- Previous experience designing and facilitating training packages (preferably online and face to face)
- Capacity to build and keep strong relationships with VACCA leaders, staff and other people we work with
- Clear, culturally appropriate and respectful ways of communicating with others including staff, external parties and training participants.
- Proven ability to work independently and within a collaborative 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

- Supervise and lead direct reports from within the Practice Based Learning Team
- Contribute to the creation of VACCA's L&D Calendar
- Undertake Project Management for training events, including preparation of documents such as Project Implementation Plans, sourcing venues & arranging catering, promoting training, following up training requests
- Develop and support delivery of training content for Practice Based Learning at VACCA.
- Deliver and/or co-facilitate Trauma Informed and Family Violence learning packages.
- Represent VACCA at meetings and forums and liaise with internal and external stakeholders.
- Participate in team meetings, training and other relevant forums as required.
- Undertake administrative and other tasks as directed.

## HEALTH, SAFETY & WELLBEING



**VACCA**  
Connected by culture

- 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 to meet the organisation's audit 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.