

POSITION DESCRIPTION

Position:	Hub Practitioner- Aboriginal Response Team
Reports to:	Team Leader- Aboriginal Response Team
Direct Reports:	N/A
Status	Full time (38 hrs pw)
Location:	Broadmeadows, Craigieburn & Sunbury

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 main aim of The Orange Door Hub is to provide a safe way for adults, children and young people to access services when they are experiencing family violence or need support with the care, development and wellbeing of their children and young people.

The Hub focuses on each individual family member and provides a tailored professional approach accordingly. Hubs are accessible, safe and welcoming, providing quick and simple access to the support and safety they need. The Hubs work with people who chose to use violence and plan interventions to hold them to account.

VACCAs -Hume Moreland Orange door team will deliver high quality support services to Aboriginal women, men and children experiencing family violence and to promote wellbeing in a holistic approach. The team provide clients with comprehensive assessments for both child wellbeing and family violence and support clients in accessing the wider service system.

POSITION SUMMARY

Reporting to the Team Leader- Aboriginal Response Team, the Hub Practitioner will be responsible for delivering culturally safe and affective services to Aboriginal families, individuals and children who are seeking support and safety through the Hubs.

This position will work alongside the Aboriginal Practice Leader, the Team Leader and other Hub practitioners. Hub practitioners are allocated cases where they are required to undertake comprehensive Child Wellbeing assessments, Family Violence risk assessments, support referral pathways and provide short term case management including advocacy and outreach.

KEY RELATIONSHIPS

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

External: Support and Safety Hub Staff; Family Safe Victoria (FSV); Government departments; Aboriginal Community Controlled Organisations (ACCO's); other child welfare services, Aboriginal Advisory group

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

- Proven ability to work with and engage Aboriginal families and children
- Demonstrated experience in Child Wellbeing assessments and Family violence risk assessments with a knowledge of, or willingness to learn, the Best Interest Case Practice Model and the Family Violence Multi-Agency Risk Assessment Management (MARAM) Framework.
- Demonstrated understanding and application of Information sharing scheme (FVISS, CISS)
- Proven experience in case management tasks, such as intake, assessments, referrals, case planning and case closure
- Demonstrated knowledge of the local Family Services and Family Violence Service sector, including identifying key organisations to support Aboriginal people who have accessed the Hubs.
- Proven ability to work collaboratively with other programs and services to achieve optimal outcomes for clients.
- Demonstrated ability to advocate on behalf of children, young people, individuals and families.
- Demonstrated ability to participate in the 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 ability to complete accurate administration tasks such as case notes and incident reports that meet audience needs.
- Proven ability to support the use of new technology and takes opportunity to build new skills

QUALIFICATION

- Bachelor of Social Work, equivalent or willingness to obtain.

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 Hub with Aboriginal children, women and men.
- Work with Aboriginal families and individuals to undertake assessments and provide referrals.
- To support, inform and assist Aboriginal people and families referred through the Hub and throughout involvement.
- Provide short term case management and outreach when required.
- Supporting the Hub Team through consultation, education and outreach to ensuring that their work with Aboriginal families is culturally responsive.
- Building the cultural safety of the Hub and supporting choice and self-determination of Aboriginal people.
- Liaising with and providing specialist or secondary consultation to organisations and services within the Hub 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 Aboriginal Practice Leader to build and maintain effective partnerships with Aboriginal and Mainstream services to support choice for Aboriginal people.
- Keep accurate and complete records of your work activities in accordance with legislative requirements and the Victoria Government's, information security and privacy policies and requirements
- Take reasonable 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.

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.