

## POSITION DESCRIPTION

<b>Position</b>	Psychologist - ACHT
<b>Reports to</b>	Manager – Aboriginal Children’s Healing Team
<b>Direct Reports</b>	None
<b>Status</b>	Part time to fulltime negotiation - 12 months fixed term
<b>Location</b>	Preston – other sites by negotiation

## 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 Aboriginal Children's Healing Team (ACHT) operates out of the Client Service Practice and Development directorate. ACHT is the central point for the development across VACCA of an integrated culturally safe, strength based and trauma informed approach to working with Aboriginal children and families.

ACHT privileges culturally safe practice – we strive for holistic strength-based understandings of mental, emotional, physical and spiritual health for the individual. We recognise the importance of culture, connection, land and Country to First Nations people.

ACHT provides high quality culturally safe therapeutic services to Aboriginal children, young people and their families who are clients of VACCA.

Culture, lived experience and knowledge is privileged within the work of ACHT.

ACHT is a multidisciplinary team, including Social Workers, Art Therapists, Occupational Therapists and Speech Pathology. The RCH Wadja Clinic Paediatric Fellow works in the team one day per week and provides secondary consultation across the team.

The team carries the primary responsibility for leading mental health, social emotional well being and trauma informed practice across VACCA.

## POSITION SUMMARY

The ACHT Psychologist is a new role which will contribute to our Mental Health Social Emotional Well Being (MHSEWB) approaches broadly as well as share psychology discipline specific knowledge, skills and strategies.

The ACHT Psychologist will work closely with the ACHT Manager, VACCA's Aboriginal Principal Practitioner and Clinical Team Leader to develop the Cultural and Clinical capacity of the ACHT team to provide robust mental health consultation, assessment and therapeutic interventions.

The ACHT Psychologist will:

- Work with children and their families
- Provide culturally sensitive psychological assessments for children and young people for a range of purposes.
- Provide high quality culturally safe therapeutic MHSEWB secondary and primary consultations, assessments, recommendations and support with referrals for clients of ACHT.
- Support the development of culturally sensitive understandings of children's communication and behaviours and support the implementation of plans to support children and families/carers.
- Undertake professional development by negotiation.
- Undertake all work to a professional standard in line with the requirements of relevant registration bodies and VACCA policies.

VACCA will provide you with cultural support to develop in your career and professional development to enhance your skills and expertise in the provision of culturally safe therapeutic clinical practice.

The ACHT Psychologist will also have the opportunity to work on agreed research in areas of interest, this can be supported by VACCA's research team. As well as working on projects as part of the role, such as workforce participation, developing pathways at VACCA for Aboriginal psychologists seeking registration in Victoria and the implementation of animal assisted therapies.

## KEY RELATIONSHIPS

The ACHT Psychologist will be expected to develop and maintain respectful, collaborative and robust relationships with all professionals in each child's care team

*Internal:* Aboriginal Children's Healing Team, VACCA Directors and leadership, Out of Home Care Programs, Intensive Services Programs, Nugel Program and Carers and Community members.

*External:* CAMHS, Mental Health Services, DHHS, Child and Family Welfare Agencies, Disability Service Providers, Schools, Doctors, Victorian Aboriginal Health Service, Courts.

## KEY SELECTION CRITERIA

- Demonstrated understanding of, and commitment to, the values that underpin VACCA's 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
- Strong clinical knowledge and ability to accept cultural advice and to work with a range of disciplines.
- Provide Social Emotional Well Being assessment, consultation and advice regarding Aboriginal children 0- 18 that both target the impacts of trauma and address resilience building.
- Highly developed skills in primary and secondary consultation in keeping with self-determination and Aboriginal styles of learning.
- Professional resilience and understanding of the complexity of the service system and demonstrated commitment to working collaboratively with colleagues, other agencies and the community.
- Willingness to be flexible in order to respond to the changing needs of our client group (e.g. respond to urgent consult need, attend outreach if needed, or use video call consult to regional VACCA sites).
- Excellent written and verbal communication skills.

## QUALIFICATION & REGISTRATION

- Recognised psychological qualifications and registration in Victoria as a Psychologist

#### DESIRABLE:

- Experience working in Aboriginal lead organisations and/or a children's mental health service will be highly regarded.

#### REQUIREMENTS

- You must have and continue to hold a full Victorian Driver's Licence, a current employment Working with Children Check card and a National Police Check.
- Current COVID-19 vaccination (minimum one dose, prior to commencement)

#### ACCOUNTABILITIES

- Work within VACCA's model of clinical governance.
- Provide clinical opinion that is culturally safe.
- Provide guidance to support ACHT to continue to develop appropriate clinical and cultural approaches.
- Provide training, advice, support and consultation to a range of professionals involved with clients.
- Advocate for the SEWB and development needs of children and young people as appropriate.
- Collaborate with relevant ACHT Therapeutic Practitioner regarding the appropriate mechanisms for feedback to clients, families, carers and professionals
- Support multi-disciplinary approaches to service provision and actively develop links and networks with professionals, agencies and groups who provide health and related services to clients.
- Participate in supervision, ACHT meetings and training.
- Support and leadership in the implementation of the program including assessment procedures, needs identification, risk assessment, therapeutic practice guidelines, clinical case documentation and therapeutic intervention planning.
- Work with the Manager ACHT, Principal Practitioner/ Executive Manager, Case Managers, Team leaders, staff and other relevant people to identify how policy and practice can be improved and implement such changes.
- Assist the Manager ACHT to identify issues in the service system and assist with devising strategies to address problems or initiate service development.
- Maintain continuous, timely & relevant documentation for all clients, in line with ACHT policies & procedures.
- Assist in the development of quality assurance and quality improvement frameworks for the therapeutic healing care of children placed in VACCA Programs.

#### 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

- Undertake other duties as agreed

#### 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.