



## POSITION DESCRIPTION

<b>Position</b>	Therapeutic Practitioner
<b>Reports to</b>	Clinical Team Leader – Aboriginal Children’s Healing Team
<b>Direct Reports</b>	N/A
<b>Status</b>	Full time or part time ongoing
<b>Location</b>	<b>Multiple locations</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

The Aboriginal Children's Healing Team (ACHT) operates out of the Client Service Practice and development directorate and is under the leadership of VACCA's Principal Practitioner.

The ACHT program carries the primary responsibility for leading trauma integrated practice across VACCA. ACHT provides high quality therapeutic services to Aboriginal children and young people who are clients of VACCA. Aboriginal culture lived experience and knowledge is privileged within the scope of the program.

ACHT is the central point for the development across VACCA of an integrated culturally appropriate and trauma informed approach to working with Aboriginal children and families informed by Australian history it's impacts on Aboriginal people. Theories of trauma, neurobiology of attachment, resilience building, cultural healing and self-determination combine to assist in understanding and responding to Aboriginal children's trauma.

## POSITION SUMMARY

This position will provide culturally safe therapeutic assessment, using a Mental Health Social Emotional Well Being framework, secondary consultation, advice and healing therapies for children aged 0-18.

The main responsibilities of the role:

- Reflective practice to the teams within VACCA.  
High quality culturally sound Social Emotional Well Bring (SEWB) secondary consultation to programs within VACCA, therapeutic assessments and healing plans including therapy for children and young people as required.
- To contribute to work to stabilise children's placements, to develop trauma informed transition plans, behaviour management plans and establish predictable routines for children in care.
- To develop and maintain respectful, collaborative and robust relationships with all professionals in each child's care team.

## KEY RELATIONSHIPS

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

*External:* DFFH, Child and Family Welfare Agencies, Schools, Doctors, Victorian Aboriginal Health Service, Courts

## 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
- Culturally strong understandings of child development, the impact of trauma and the ability to respond therapeutically to Aboriginal children's pain-based behaviours
- Experience providing social emotional well-being assessment and goal focused therapeutic work with children 0- 18.
- Highly developed or willingness to develop skills in primary and secondary consultation
- Ability to work collaboratively to achieve mutually agreed client and community outcomes
- To confidently expresses consistent and accurate messages when engaged in high level communications and advocacy on behalf of clients and on behalf of the organisation

## QUALIFICATION

- Tertiary qualification and eligible for registration in a relevant field such as Social Work, Speech Pathology, Psychology, Family Therapy or Occupational Therapy.

## DESIRABLE

- Experience working in Aboriginal led organisations will be highly regarded.
- Experience providing disability or mental health assessment and behaviour management plans for children or adolescents who engage in high risk behaviours will be well regarded.
- Experience in developing and delivering training

## 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)

## POSITION ACCOUNTABILITIES

- Provide culturally safe secondary consultation, reflective practice, therapeutic assessments, goal directed therapeutic plans, healing work, placement support work with carers.
- Work within scope of practice to deliver agreed healing therapies.
- Carry a caseload and work directly with clients, their families, carers and professional care teams
- Provide guidance and input into program design and implementation including promoting Aboriginal self-determination, empowerment and cultural practices through provision of advice to management and the team.
- Undertake professional development by negotiation.
- Participate in clinical supervision, ACHT meetings, cultural celebrations and



- commemorations and agency days.
- Write cohesive, succinct, timely reports for multiple audiences, which include culturally informed formulations and treatment planning
  - Provide training, advice, support and consultation to a range of professionals involved with clients.
  - Support referrals to other agencies or programs for children and young people as appropriate.
  - 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.
  - Support the capacity of ACHT to provide trauma informed practice leadership that embeds the importance of culture and community connection as a means of addressing childhood trauma.
  - Work with the Manager ACHT, Clinical Team Leader, 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 and Clinical Team Leader 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.
  - Support the development of student placements within ACHT

## 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



**VACCA**  
Connected by culture

## 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.