

Position Description

Program or Function name:	OzChild's Bridging Cultures Unit Dhiyaan Mirri
Role Title:	Aboriginal Practice Lead (APL)
Award Classification: (If relevant)	SCHCADS level 6
Primary Office Location:	Ipswich/Toowoomba
Employment Status:	Full time
Reports to:	Senior Manager OzChild's Bridging Cultures Unit Dhiyaan Mirri

To perform this position, it is essential that the person who holds the position be an Aboriginal or Torres Strait Islander person. It is therefore a genuine occupational requirement under section 25 of the Anti-Discrimination Act 1991 (QLD) that applicants are Aboriginal or Torres Strait Islanders.

OzChild

Founded in 1851, OzChild support vulnerable children and young people by providing healing, preventing abuse and neglect, and strengthening families.

It is our goal to see that all children and young people are safe, respected, and nurtured, and reach their full potential.

Child Safety

We are committed to protecting children and young people from all forms of abuse, bullying, exploitation and neglect, and to creating environments in all our programs and services where children are safe and feel safe.

We are committed to listening to children and addressing any concerns they raise with us. OzChild will treat all allegations of child abuse very seriously. We will report all allegations in compliance with incident reporting, mandatory reporting and reportable conduct requirements.

All OzChild People are required to support this commitment to child safety, and to behave appropriately towards children at all times.

Role Purpose Summary

Current programs at the above locations are Treatment Foster Care Oregon (TFCO) which are internationally recognised as showing evidence through research trials to produce beneficial outcomes for children, young people and their families. These models are characterised by clearly articulated logic



models, comprehensive employee training, model adherence measures and on-going quality assurance systems.

The *Aboriginal Practice Lead* Position within OzChild will work to ensure that participating First Nation families can benefit from these Evidence Based Models (EBMs), and from time to time other programs that OzChild may deliver in the future. The *Aboriginal Practice Lead* will also facilitate access and receive support in a timely and culturally responsive manner.

Working with OzChild's Teams, for the effective delivery of OzChild Services to First Nations Children, Young People and their Families /Kin /Carers, the *Aboriginal Practice Lead* will contribute from intake through to completion (when required) to the provision of culturally responsive services and a culturally safe working environment through consultation and engagement with OzChild staff, First Nations Peoples, stakeholders and relevant Aboriginal Community Controlled Organisations.

In doing so, the position will support the OzChild Way behaviours and accountabilities as follows:

- **We deliver evidence-based services:** Utilise your professional knowledge and skills to monitor, review, develop and maintain policy, procedure, practices and guidelines that supports the accurate and timely completion of processes and reporting to support our Service Delivery and Program Teams.
- **Our customers determine our success:** Support and continually develop and enhance networks within OzChild and the capability of our Service Delivery and Program Teams to support the effective delivery of high quality services to children and young people, their families and to carers/volunteers.
- **We deliver innovative solutions:** Engage others in the development of functional plans, tactics and activities to support innovation in services and achieve the desired outcomes articulated in the OzChild Strategic Plan.
- **We set each other up for success:** Support collaboration with internal and external stakeholders and directly support your team and the Service Delivery and Program Teams by providing the necessary guidance, development, and tools for people to achieve success in their roles.
- **I learn, adapt, grow, and embrace my cultural competence:** Demonstrate a willingness and energy for personal learning, adapt to and embrace change, and develop your cultural competence.

Position Specific Responsibilities

The **Key Accountabilities** of the role are as follows: (Please address your experience in the key accountabilities in your application)

- Engage with First Nation Families to promote acceptance of Evidence Based Models (EBMs), and participate and support in the completion of intake processes for First Nations Children, Young People and their Families/Kin and providing family support tasks for families engaged in the programs.
- Liaise with Aboriginal and Torres Strait Islander stakeholders and community members, and others with relevant expertise and knowledge in child welfare matters, to help ensure effective processes of engagement and participation in the delivery of OzChild services, by breaking down the barriers that exist between First Nations families and mainstream systems.
- Develop, support and implement Aboriginal and Torres Strait Islander cultural support plans for children and young people in out-of-home care, in partnership with the child, young person, their families, community, ACCO's and Dept. Child Safety.



- Attend culturally relevant ceremonies / events which will highlight OzChild's commitment to working collaboratively with First Nations Families / Communities.
- Develop community networks and partnership within Child and Family Services, other government bodies and Aboriginal Community Controlled Organisations.
- Other duties as may be required.

Leadership and Development:

- Provide coaching, support and mentor OzChild people regarding the cultural context for First Nations Children, Young People and their Families/Kin, and its implications for the most effective engagement, assessment and intervention practices to provide optimal outcomes.
- Support OzChild Team Leaders, Program Managers and Directors to participate in continuous quality improvement activities and the monitoring, evaluation and interpretation of service delivery data / outcomes for First Nations Children, Young People and their Families/Kin.
- Participate in team building and development by providing cultural advice / inductions to OzChild teams across these regions, on Aboriginal protocols, history and contemporary issues relevant to First Nations people / communities to enhance their knowledge and cultural responsiveness, in the provision of culturally safe and responsive OzChild services.
- Take responsibility for own continuous professional development, including maintaining networks and other professional relationships and inform the team about changes and developments in the sector.
- Model behaviours and demonstrate commitment to foster an environment and conditions that motivate OzChild People to strive to achieve their full potential and contribute to the achievement of OzChild's Dhiyaan Mirri strategic framework and objectives.

Key Job Relationships

Internal

- Dhiyaan Mirri Team Members.
- OzChild Program teams and people.

External

- Children and young people and their families.
- Government bodies
- Developers of EBM's
- Other community/welfare agencies
- Peak welfare associations and network

Qualifications

Essential

- Extensive knowledge of issues impacting on First Nations children, young people, their families and communities, in contemporary society and an ability to communicate effectively and sensitively with them.



- Tertiary qualifications in Social / Health Sciences, community development or Social Work or a related discipline and or relevant work experience.

Screening and Licences

- OzChild conduct interviews, reference checks and ensure the completion of satisfactory safety screening including National / International Police Check and Working with Children Checks relevant to the State or Territory that employment and undertaking of position occurs.
- Must be able to drive, provide and maintain a valid Drivers' Licence and have access to reliable transportation.

Skills and Experience

- Extensive knowledge of issues impacting on First Nations Children, Young People, their Families/Kin and communities, in contemporary society and an ability to communicate effectively and sensitively with them.
- Demonstrated ability to work with individuals, families and communities from a strength-based, culturally responsive perspective.
- Demonstrated ability to function independently and as part of a multi-disciplinary team.
- Good communication and organisational skills.
- Effective network development skills.
- Knowledge and skills in the health and welfare of children and young people. Knowledge of the Child Protection system, Out of Home Care, legislation, standards and practices an advantage.
- In-depth knowledge and understanding of the principles and challenges of supporting vulnerable families.
- Capacity to apply knowledge which is gained through qualifications and/or previous experience to working with the client group within the Evidence Based Model.
- Capacity to set priorities and monitor work flows in their area of responsibility.
- Employees adhere to established work practices. However, they may be required to exercise initiative and judgment where practices and direction are not clearly defined.
- Advanced computer skills, including the Microsoft Office suite and email, plus familiarity with web-based information management, communications and accounting systems.

Mandatory Training

All employees of OzChild are required to complete Mandatory Training and Program Specific training upon commencement of employment and complete refresher training as required.

Organisational Responsibilities

- Demonstrated ability to work as part of, and contribute to, a person-centred team.



- Facilitate good working relationships with all services of OzChild, the clients, their families and other people significant to the client.
- Undertake all interactions with clients, families and co-workers in a culturally sensitive manner and take appropriate account of cultural and linguistic diversity.
- Attend client, employees related meetings, workshops, conferences and training as required.
- Ensure privacy and confidentiality are upheld at all times.
- Be familiar and comply with OzChild policies, procedures and other work instructions as updated from time to time.
- Represent OzChild and our services in a positive manner at forums, meetings and training with external agencies.
- Assist in the development of continuous improvement and service accountability initiatives as needed.

OzChild People Responsibilities

- Ensure compliance with OzChild's Code of Conduct, policies and procedures, and commitment to cultural awareness and child safety;
- Demonstrate commitment to diversity, respect differences and foster an environment and relationships that are safe, healthy, positive, supportive and free from all forms of harassment, bullying and discrimination;
- Participate in and complete all mandatory training, and participate in other training and development opportunities to ensure they have the necessary qualifications, skills, certificates and clearances to meet the requirements of their position;
- Embrace and utilise technology and new ways of working to enhance collaboration, effectiveness and outcomes;
- Ensure the safety and well-being of self and other;
- Work together as a team and encourage and support others within their team;
- Speak up, and making it clear when behaviour is unacceptable;
- Support those who are affected by breaches of policy or procedure and encouraging them to take action;
- Raise concerns and or complaints in a constructive manner, including identifying possible solutions.

Safety and Wellbeing Responsibilities

- Assume accountability for safety and wellbeing for self and others;
- Undertake all duties safely and in accordance with applicable policy, procedures and processes;
- Participate in safety and wellbeing consultative forums and contribute ideas to improving safety and wellbeing;
- Where appropriate, participate in workplace safety and wellbeing training, programs and initiatives;
- Report all work health and safety breaches, hazards and incidents, and assist with actions to reduce and eliminate risks.;
- Report any work related or non-work related injury or illness;



- Support return to work programs to facilitate safe and durable return to work for OzChild People, where possible, for both work related and non-work related Health Condition/s.

Responsibilities stated herein reflect the primary functions of this job and should not be construed as an exhaustive list of duties. They may vary or be amended from time to time without changing the roles level of responsibility.

I have read and understood the position description.

Team Member Name:

Team Member Signature:

Date:

[Click here to enter a date.](#)

