



ODYSSEY HOUSE VICTORIA

Position Description

Senior Aboriginal and Torres Strait Islander Cultural Advisor

POSTC3005

ISO9001 | Approved by | Stefan Gruenert
Next Revision: 23/06/2023

Location:

Lower Plenty

Traditional Land Owners:

Wurundjeri People

Classification:

SCHADS Level 5

Reports To:

Quality and Training Manager, Residential Services

Direct Reports:

N/A

Odyssey House Victoria (OHV) is a place of hope and positive change for individuals working towards breaking their pattern of addiction. At OHV we believe that every person should have the opportunity to change and grow. Our diverse teams work with individuals, families, and communities to reduce drug use, improve mental health, and reconnect people to their family and the community. The Odyssey name and logo reflects the courageous journey of self-discovery and change that our clients undertake.

Position objective

This Senior Aboriginal and Torres Strait Islander Cultural Advisor supports Odyssey House Victoria's vision to provide culturally safe services and increase accessibility to Aboriginal peoples seeking AOD treatment. The position supports agency employees to improve their understanding of Aboriginal and Torres Strait Islander clients, their substance use and mental health, and advise staff on how to create a culturally safe and welcoming environment. The Senior Aboriginal Cultural Advisor supports the Odyssey House Reconciliation Action Plans and improving services for Aboriginal and Torres Strait Islander peoples.

Role responsibilities

Working with senior management, the role undertakes responsibility for a wide range of functions requiring the application of cultural knowledge, local networks, and skills to achieve results in line with Residential and Community Services goals, including:

- Promoting enhanced cultural competency across OHV
- Providing guidance and support, including secondary consultations, to assist employees in their understanding of the impact of Aboriginal and Torres Strait Islander culture on a client's treatment experience.
- Contributing to improvement of the overall cultural safety and service standards being delivered to Aboriginal and Torres Strait Islander peoples as identified through continuous quality

Senior Aboriginal and Torres Strait Islander Cultural Advisor

improvement practices.

- Promoting activities around significant dates and specific events and supporting the celebration of Aboriginal and Torres Strait Islander culture and inclusion.
- Coordination of the Odyssey House Aboriginal Advisory Group and ensuring inclusive and transparent communication with members is maintained.
- Providing input around relevant policies and procedure reviews.
- Establishing, supporting, enhancing, and maintaining agency relationships with significant Victorian Aboriginal and Torres Strait Islander services, programs, and workers.
- Providing leadership through the provision of cultural supervision and mentoring for OHV employees who identify as Aboriginal and Torres Strait Islander and/or work in specific indigenous positions.
- Support and coordinate a network for Aboriginal and Torres Strait Islander staff
- Support the development of relationships with Aboriginal and Torres Strait Islander service elders and communities, with OHV community and residential services sites and programs.
- Lead the Buladu Ngarrgu program at the Lower Plenty TC with a view to expanding the program to other OHV residential sites.
- Provide support in the development and implementation of cultural education and training.
- Contribute ideas for service development, evaluation and research initiatives, and associated resource development in conjunction with OHV programs.

General

- Actively promote and adhere to the OHV Child Safety policy and procedures to assist OHV to maintain a Child Safe Organisation and support colleagues to engage in child safe practices.
- Apply inclusive practices when working with people from diverse communities including diverse cultures, genders, sexualities, bodies, abilities, spiritualities, ages and backgrounds.
- Promote the importance and application of intersectionality, when working with people from all cultures, genders, sexualities, bodies, abilities, spiritualities, ages and backgrounds

Key Selection Criteria

1. Sound knowledge and understanding of Aboriginal and/or Torres Strait Islander diverse peoples, cultures, and practices.
2. Knowledge and understanding of Victorian Aboriginal and Torres Strait Islander services and communities.
3. Demonstrated understanding and experience in working with Aboriginal and/or Torres Strait Islander peoples and families in non-governmental organisations (NGOs).

4. Understanding of the provision of cultural services and training to clinical employees.
5. Developed communication and negotiation skills with a range of people, including health professionals and other key stakeholders.
6. Experience with, and experienced at community engagement, with the ability to collaborate effectively with stakeholders and other service providers in forging and maintaining strong partnerships.
7. Self-motivated, with the ability to take initiative and work independently as well as part of a multi-disciplinary team.

Essential Requirements

- Satisfactory outcome of a confidential Police Check and Working with Children Check. OHV is committed to child safety and is a child safe organisation.
- Empathy for those whose lives have been affected by unresolved trauma, disconnection, displacement, problematic alcohol, and other drug use/ and or mental health disorders.
- Possession of a current Victorian Driver's License.
- Information technology skills, including understanding Microsoft Office suite.
- Eligibility to work in Australia.

Residential Services Expectations

All Residential Services staff are expected to:

- Model behaviours and attitudes in keeping with the objectives of the Program and at all times act in accordance with the staff *Code of Ethics & General Conduct* and resident *Bill of Rights*.
- Adhere to professional and agency ethics and boundaries.
- Foster the Therapeutic Community process of mutual self-help recovery for our residents, at all times using the social environment to maximise peer influences by encouraging transmission of residential community teachings rather than directly instructing and delivering such communications in the manner or style that reflects the rational purpose of helping.
- Work in an open, honest, and reflective style, participating as members of the staff group.
- Participate in and commit to ongoing professional development through in-house training programs and external activities as appropriate.
- Share information about the work of the Program with visitors, interest groups, statutory bodies, and professional associations as part of OHV's commitment to informing others of our work.
- Promote the benefits of improved lifestyle and mental health free of substance abuse and other self-defeating anti-social behaviours amongst the staff and residents.

Desirable Requirements

- Aboriginal and/or Torres Strait Islander background with experience working with Aboriginal and Torres Strait Islander clients and/or services
- Leadership experience, or aspires to be a future leader

Senior Aboriginal and Torres Strait Islander Cultural Advisor

- Current knowledge of OH&S practices.

Our Reconciliation Action Commitment

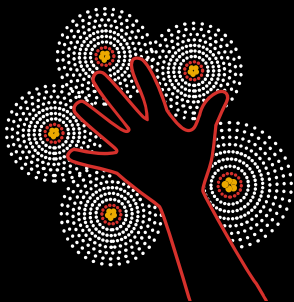
Odyssey House Victoria's commitment to reconciliation with Australia's first nation peoples, means that we prioritise a workplace that welcomes, supports, and employs Aboriginal and Torres Strait Islander peoples, and we value their unique contribution to our organisation.

We will act in ways that promote reconciliation between our Aboriginal and Torres Strait Islander clients and our staff, and to contribute to the healing that is needed. We will assist with, and prioritise, Aboriginal and Torres Strait Islander job applications and treatment referrals. We commit to celebrating local and national dates of significance, and we will Acknowledge Country when we meet together. We will respect the histories and cultures of Aboriginal and Torres Strait Islander peoples and acknowledge their unique status as the traditional custodians of this land and its waters.

Our Diversity Commitment

At Odyssey House Victoria, we value diversity and believe that employing people with a range of backgrounds and abilities brings a variety of ideas, perspectives and experiences that will enhance the relevance, safety, and effectiveness our services.

We will promote a workplace that actively seeks to encourage people with disabilities, LGBTQIA+ people, young people, older Australians, and people from diverse cultural, linguistic and faith backgrounds to apply for employment with us. We are committed to ensuring that a diverse range of people are welcomed, valued, and supported in their roles.



Our values

We promote hope for change and expectation to reach one's full potential. We encourage perseverance and innovation to make a real difference in people's lives. We uphold the pillars of Respect, Concern, Honesty, Trust, and Love. Our values are promoted among the residents, staff, and clients of Odyssey House Victoria.

This artwork, inspired by Chris Thorne, represents counting the pillars on one hand.