

Position Description – Rumbalara Aboriginal Cooperative Ltd.



Position Title	Specialist Aboriginal Family Violence Practitioner		
Department	Justice and Community Services		
Reporting Manager	Specialist Aboriginal Family Violence Team Leader (Orange Door)	Employment Status	Full-time
Location	Shepparton with possible outreach throughout Goulburn	Salary	SCHADS Level 4 Pay Point 1 dependant on qualification

Organisational Overview

Rumbalara Aboriginal Cooperative (RAC) is recognised as a leader among Aboriginal community-controlled organisations, maintaining a high profile in the public and private sectors across research, consultancy, policy development, and partnerships. RAC operates in a culturally appropriate, sensitive, community-controlled environment that maintains a holistic approach to service provision and emphasises the importance of family and community.

RAC has been a resource, service provider and enabler of the Aboriginal and Torres Strait Islander communities of the Greater Shepparton region since 1980. RAC is a cooperative working to provide a range of supports and services including:

- Health and wellbeing
- Positive aging and disability services
- Community services
- Asset and infrastructure services
- Corporate services

RAC has an annual budget of \$19 million and a workforce of approximately 230 people. RAC is a significant employer and economic contributor to the region and plays a high-profile leadership role as one of the larger Aboriginal organisations in Australia. RAC is committed to ensuring the Aboriginal people in the Goulburn Valley have certainty of access to community-controlled services.

RAC is committed to delivering a range of culturally supportive and appropriate services to the Aboriginal and Torres Strait Islander community within the Greater Shepparton Region. As a part of the broader services available, there is also a Family Violence services delivering wraparound support services that focus on health, wellbeing and positive change for victim survivors and perpetrators. Furthermore, the Aboriginal Community Justice Program (ACJP) provides a 24-hour service concentrating on the health and wellbeing of all Aboriginal and Torres Strait Islander individuals that have been taken into Victoria Police custody.

ROLE PURPOSE

The Aboriginal Family Violence Practitioner will provide screening, assessment, triage and short-term response to all incoming referrals through the Orange Door Hub using an Integrated Practice Framework and ensuring the delivery of high quality, culturally safe and effective responses to Aboriginal and Torres Strait Islander people seeking support and safety.

This position is Co-located in the Orange Door which is a free service for adults, children and young people who are experiencing or have experienced family violence and families who need extra support with the care of children. Workers at The Orange Door understand that all families can experience difficult times and may need help. Workers at The Orange Door also know that people continue to be affected by family violence long after the violence stops.

You will provide secondary consultations to internal and external stakeholders and proactively build cultural safety and competence in The Orange Door. You will also work with the other practitioners in The Orange Door to build and maintain effective partnerships with Aboriginal services and communities within The Orange Door network to support choice for Aboriginal people.

KEY SELECTION CRITERIA

Essential

- **Sound knowledge and understanding of Aboriginal Family Violence.** Has established experience and capability to deliver culturally safe and responsive practice as part of a family violence integrated service model. Has a strong understanding of the role of the law and legal system in the context of responding to family violence; has knowledge of practice with Aboriginal women, children, families, victims and perpetrators of family violence; has experience working in multi-disciplinary and multi-agency contexts.
- **Works collaboratively to drive cultural change:** Has a clear concept of the culture required to deliver effective, culturally safe and responsive services for Aboriginal people within an integrated practice context. Delivers innovative practices that enhance quality practice standards for Aboriginal people; and understands how to build and establish an effective practice culture.
- **Self-management:** Invites feedback on own behaviour and impact; uses new knowledge or information about self to build a broader understanding of own behaviour and the impact it has on others; understands strong emotional reactions and seeks ways to more effectively manage them.

KEY RESPONSIBILITIES

1. Technical Capabilities

- Supporting culturally safe and responsive practice in The Orange Door with Aboriginal children, families and perpetrators by:
 - (a) Providing specialist secondary case consultation and technical input on complex family violence cases, child and family and perpetrator interventions
 - (b) Co-working and providing daily specialist practice support for the Orange Door as requested and required. Carry a small caseload of complex and/or sensitive cases
 - (c) Operating with autonomy and accountability in supporting Aboriginal children, families and perpetrators.
 - (d) Modelling integrated practice approaches and behaviours integral to ethical clinical practice working with Aboriginal children and families
 - (e) Sharing practice knowledge on Aboriginal approaches to holistic healing and whole of family practices
 - (f) Contributing to reflective practice for The Orange Door team in particular in relation to working effectively with Aboriginal people.

2. Behavioural Capabilities

- Building the cultural safety of The Orange Door and supporting choice and self-determination of Aboriginal people.
- Where appropriate liaising with and providing specialist or secondary consultation to organisations and services within The Orange Door
- Providing sound judgement and advice on identified risks and practice matters to the Team Leader

3. Administrative Capabilities

- Deliver services to respond to local needs, ensuring they are delivered in a culturally safe and effective way, in accordance with self-determination and relevant legislation and government regulations and guidelines.
- Keep accurate and complete records of your work activities and ensure accuracy of client information 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.

EMPLOYMENT CONDITIONS

- Qualifications in a Bachelor of Social Work or equivalent is preferred however a Diploma of Community Services Work/Cultural Diversity and/or a relevant discipline will be considered dependant on applicants' willingness to further study towards a Bachelor's Degree.
- A current Working with Children's Check, valid unrestricted Driver's Licence and Police Check.
- Maintain COVID-19 Vaccination in accordance with Victorian Government Guidelines

- Aboriginality (proof of Aboriginality may be required).
- Current Driver's Licence and willingness to travel.
- All staff are required to sign a confidentially agreement on appointment to the organisation
- Probationary / qualifying periods apply to all positions
- All staff are required to adhere to the Code of Conduct of the Co-operative (available to view).
- All staff are required to follow the policies and procedures to the department and the Co-operative (manuals are available to view).
- A commitment to equal opportunity and Occupational Health and Safety principles and practices is required.
- Salary packaging is available to permanent part time and full-time staff.
- Tenure of positions at Rumbalara will be tied to existing contracted funding arrangements.

Accepted: (Employee) (Employee Signature)

Date:

In accepting this position, I hereby agree to the duties as set out in this Position Description

Approved: (Aboriginal Practice Leader) (Aboriginal Practice Leader Signature)

Date:

Aboriginal Practice Leader Details:

Name: Tracy Jackson, Phone No. 1800 634 245, Email: Tracy.jackson@orangedoor.vic.gov.au