



RUMBALARA
ABORIGINAL CO-OPERATIVE LTD.

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Position title	Yalka (Youth) Practitioner New Position <i>'This position is an Identified Aboriginal or Torres Strait Islander position only in line with 'special measures' under the Equal Opportunity Act 2010 Section 12 example 1.'</i>		
Department	08 Justice & Community Services		
Reporting Manager	Justice Program Manager	Employment Status	Full time Flexible Working Hours
Location	Shepparton with possible outreach throughout Goulburn	Salary	SCHADS Level 4 Pay Point 1.

About the organisation

Rumbalara Aboriginal Cooperative Ltd. (Rumbalara) is a leading Aboriginal Community Controlled Organisation with a reputation for innovation and excellence in Aboriginal health, wellbeing and social support and is distinguished by its organisational diversity which includes a multidisciplinary team of professional, administrative and community-based staff working across 7 primary service areas of

- Health and Wellbeing;
- Elders Facility
- Justice & Community Services;
- Positive Ageing & Disability;
- Engagement and Family Services
- Corporate Services
- Assets and Infrastructure.

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.

As a leader in Aboriginal Health, Rumbalara recognises its responsibility to provide our community with high quality, culturally safe and effective services that improve quality of life as well as ensuring that programs and services are provided in a healthy and safe environment for all who attend Rumbalara. Rumbalara has been delivering Aboriginal Community Controlled Services since 1981 and has developed and maintained strong partnerships with a range of Aboriginal and non-Aboriginal service providers and is represented on a multitude of committees at Federal, State and local levels of Government in addition to the Public and Private Sectors.

We work to keeping strong links to the community and to respecting our culture and our history, and use these strengths to build on the past, improve the present and invest in the future for our community.

Responsibilities of the role

The Yalka Practitioner (YP) role is a 3-year early intervention and prevention strategy for young Aboriginal people 10-21 involved with the youth justice system (including those in the Dual Track System) and/or those at risk of entering the youth justice system.

The YP will provide culturally safe and effective services including activities, that identifies a young person's strengths, enhances connection to culture, builds resilience and self-esteem, and improves overall health and wellbeing

Using a “positive youth approach” the YP will support our Night Patrol Program and work in partnership with a range of service providers including but not limited to The Haven, Rumbalara Football and Netball Club (RFNC) and Academy Sport, Health & Education (ASHE).

You will play an integral role in providing culturally specific supports through working in partnership with agencies to support individual clients, families and community. Your responsibilities will include but not limited to exploring individual client’s cultural connections and engagement in cultural activities through the preparation of an Aboriginal Cultural Support Plan (ACSP).

Building on the client’s strengths and aspirations, you will be able to competently and confidently

- provide support to young Aboriginal people on youth justice orders; and those at risk of entering the youth justice system
- support our partners to deliver a range of culturally safe programs and activities for young Aboriginal people including a combination of recreational, relationships, cultural, health and wellbeing, educational and other activities;
- liaise with a number of stakeholders including The Haven, Rumbalara Football and Netball Club (RFNC), Academy of sport, Health and Education (ASHE) Youth support services, Victorian Police, Victorian Aboriginal Legal Service, Community Justice Panel and other youth services;
- support clients in developing and implementing their own Aboriginal Cultural Support Plan and to regularly review them;
- where required attend and actively participate in client care meetings, regular team meetings, positively representing your client, the organisation and the program;
- assist in the development of appropriate referral mechanisms and protocols to and from the program;

Rumbalara is funded to provide these services and funding is subject to the delivery of specified targets in performance measures.

Key Responsibilities of the Role

- **Technical Capabilities**
- Supporting culturally safe and responsive practices with Aboriginal children, young people, families and community through
 - Sharing practice knowledge on Aboriginal approaches to holistic healing and whole of family practices
 - Contributing to reflective practice
 - Communicating sensitively and effectively with members of the Aboriginal community.
 - Observing a high degree of confidentiality, tact and discretion as well as a demonstrated capacity to manage sensitive information.
 - Supporting clients with developing and successfully achieving an Aboriginal cultural support plan
 - Providing information, engagement, support and referring clients and their families when required.
- **Behavioural Capabilities**
- Building the cultural safety of Rumbalara Aboriginal Cooperative and supporting choice and self-determination of Aboriginal people.
- Support Rumbalara Aboriginal Cooperative with cultural activities i.e. NAIDOC, Community Days, Family Days and activities for young people.
- Where appropriate liaising with and providing specialist or secondary consultation to organisations and services
- Providing sound judgement and guidance on identified risks and practice matters
- **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.
- Providing administrative functions necessary to support best practice in the delivery of Justice and Community Services programs.

Selection Criteria

Qualifications:

1. **Aboriginal Female** with cultural knowledge and experience in delivering culturally sensitive activities, and appropriate information and activities

Knowledge and skills:

2. Knowledge and understanding of the Victorian Aboriginal Community, including the local Aboriginal community, both society and culture and the issues impacting on it.
3. Knowledge and awareness of the Youth Justice System.
4. Excellent interpersonal and communication skills, both written and verbal.
5. Proven ability to function both independently and within a team environment.
6. Demonstrated ability to establish and maintain effective working relationships with clients and service providers.
7. Demonstrated level of computer literacy including but not limited to maintaining a computer-based diary, internet, emails, Microsoft word, and client management systems

EMPLOYMENT CONDITIONS

- 3 years full-time
- Applicants who are currently studying and/or have experience in a similar role are strongly encouraged to apply.
- A current Working with Children's Check, valid unrestricted Victorian Driver's Licence and current (not more than 3 months) Police Check.
- Maintain COVID-19 Vaccination in accordance with Victorian Government Guidelines
- Aboriginality (proof of Aboriginality may be required).
- 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)
- Maintain COVID-19 Vaccination in accordance with Victorian Government Guidelines
- 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 are tied to existing contracted funding arrangements

Accepted	Employee name:
Date:	Employee signature:
In accepting this position, I hereby acknowledge and agree to the role and responsibilities as set out in the Position Description.	
Approved	Executive Manager name:
Date:	Executive Manager signature:
Approved	CEO name:
Date:	CEO Signature

DISCLAIMER: The revised version of this job description is aligned to your role and responsibilities as at December 2021. It is subject to further revision during 2022-2023 as directed by the CEO pending adjustments and improvements to core business of Rumbalara Aboriginal Cooperative Ltd.