

Position Description

Position title	Cultural Foster Carer Trainer and Assessor (identified position)
Program/Unit	Carer Recruitment and Development Victoria
Classification	SCHCADS Award, Level 6 – Dependent on qualifications & experience
Position reports to	Tania Ferris, Victorian State Manager, Carer Recruitment and Development

Organisational context

Established in 1997, MacKillop Family Services (MacKillop) strives to ensure all families are supported to provide children with a safe and permanent home, and the best possible start to their lives.

Continuing the child and family welfare programs of our three founding agencies – the Sisters of Mercy, the Sisters of St Joseph and the Christian Brothers – we provide early intervention programs to support the most vulnerable families, and provide education, disability support, home-based care and out of home care for vulnerable children and young people in Victoria, New South Wales and Western Australia.

MacKillop has almost 1,500 staff, operating out of more than 50 sites, and has forecast annual revenue for the 2022/23 financial year of over \$213 million.

Like our founders, we are deeply committed to our work, and are driven by social justice. We believe every child should be protected from abuse, neglect and exploitation, and are a child-safe organisation that is committed to protecting and advocating for the best interests of children and families across all our programs.

Our work is underpinned by our values, and by a deep understanding of the impact of trauma, informed by the Sanctuary Model. Sanctuary is a blueprint for organisational change, which supports organisations to provide a safe, non-violent environment for people affected by trauma. It also supports staff and carers to form communities that are safe and caring, and to maintain a culture that reflects these qualities at every level within the organisation. MacKillop is the only licensed provider of training in the Sanctuary Model in Australia.

MacKillop is deeply committed to promoting diversity. Our diversity encompasses differences in ethnicity, gender, language, age, sexual orientation, religion, socio-economic status, physical and mental ability, thinking styles, experience, and education. We believe that the wide array of perspectives that results from such diversity makes us more creative, flexible, accessible and productive.

Our purpose

MacKillop Family Services continues our founders' passionate commitment to social justice – to work for the rights of children, young people and families to be safe, to learn, feel nurtured and connected to culture. We provide high quality services to promote healing from trauma and loss, and to enable hopeful futures.

MacKillop Family Services will care compassionately, respond large-heartedly and advocate courageously.

Our vision

Children, young people and families are welcomed and supported by MacKillop to be empowered and thrive.

Our values

We commit to the following five foundational values which we continue to embed in the culture of our organisation and practice:

JUSTICE. We believe in the right of all people to experience respect and to have access to quality services irrespective of sex, race, ethnicity, culture, language, religion, marital status, disability, sexuality or age. We advocate for inclusiveness and social justice in the wider community and commit to these principles across our organisation and all services we provide. ***We believe in the right of all people to be treated justly and fairly.***

HOPE. We commit to creating positive and hopeful relationships where people find meaning in their experiences and relationships and are able to learn, explore their strengths and create possibilities for growth and change. ***We seek to foster hope that assists people to find meaning.***

COLLABORATION. In our work with individuals, families and other organisations and groups, we commit to working in a collaborative spirit through cooperation, coordination, partnership and empowerment. ***We commit to working in a collaborative spirit through cooperation, coordination, partnership and empowerment.***

COMPASSION. Compassion is an attitude of the heart, an expression of our shared humanity and a deep desire to alleviate another's suffering. We commit to creating an attitude of openness to others and to their circumstances. ***We seek to foster compassion, an attitude of the heart and a response to exclusion and suffering.***

RESPECT. We value ourselves and other people, the earth and all creation. We seek to listen and learn from each other and build relationships with respect, being proud of what we hold in common and with understanding and tolerance of our differences. ***We seek to act with respect with regard to each other, the earth and all creation.***

Our Sanctuary Commitment

Our values are brought to life through our commitment to the Sanctuary Model. Sanctuary is an evidence-supported, whole-of-organisation framework that guides how we practice as an agency. Sanctuary enables a shared language, knowledge, and response to the impact of trauma and loss on all of us.

Our seven Sanctuary Commitments are as follows:

- Non-Violence - Mean what you say and don't be mean when you say it
- Emotional Intelligence - Look out for yours and other people's feelings
- Social Learning - We all learn from, and teach each other
- Democracy - Everyone is heard
- Open Communication - Be honest and share information
- Social Responsibility - We all help each other ... It takes a village to raise a child
- Growth and Change - Open to new ideas and ways of thinking

Position purpose

The Cultural Foster Carer Trainer and Assessor position is situated within the Child, Youth and Families stream. This position is a specialised role within the Victorian Carer Recruitment and Development team.

This role has been developed in recognition of the overrepresentation of Aboriginal & Torres Strait Islander children and young people in out of home care. The position acknowledges the need to address cultural competency requirements of non-Aboriginal Foster Carer's caring for Aboriginal children and young people.

The Cultural Foster Carer Trainer and Assessor, reports to Tania Ferris, Victorian State Manager, Carer Recruitment and Development at Tania.Ferris@mackillop.org.au or via phone on 0408 966 917

The Cultural Foster Carer Trainer and Assessor also has a direct link to Esmail Manahan, National Leader, Aboriginal Service Development at Esmail.manahan@mackillop.org.au or via phone on 03 8687 7496

Primary objectives

The Cultural Foster Carer Trainer and Assessor will provide culturally safe, competency-based assessments for all Victorian Foster Care households. Cultural awareness training will be developed and delivered to all Victorian Foster Carer households.

The following objectives relate to the Cultural Foster Carer Trainer and Assessor position:

- Assist in the development and implementation of a clear strategic plan with regard to cultural training, assessment and development of all Victorian Foster Carers.
- In consultation with National Leader, Aboriginal Service Development, develop a cultural awareness training package to be delivered to all Victorian Foster Carers.
- Actively work to ensure that culturally responsible practice is embedded in all compliance and assessment processes.
- Assess all new Victorian Foster Carers in line with Victoria's Step by Step, B5 competency tool.
- Facilitate cultural consultations and assessments of all Aboriginal identified Foster Carers.
- Support current legislation and policy direction including Wungurilwil Gapgapduir - Transitioning of Aboriginal Children and Young People to Aboriginal Community Controlled Organisations in line with case planning.

Key result areas and responsibilities

Cultural Foster Carer Training

The Cultural Foster Carer Trainer and Assessor will:

- Facilitate cultural awareness training for all Victorian Foster Carers.
- Seek and coordinate ongoing cultural training opportunities for Carers post accreditation.
- Ensure Carers receive invitations to post accreditation training.

Cultural Assessment

The Cultural Foster Carer Trainer and Assessor will:

- Prioritise cultural carer assessments based on need and priority.
- Participate in Carer assessment competency, B5 in Victoria's Step by Step assessment tool and compile assessment reports.
- Facilitate cultural consultations and assessments for all Aboriginal identified Foster Carers.
- Ensure relevant compliance and administrative processes are completed relating to Carer accreditation.

- Participate in Assessment Panel and Midway consultations.

Carer Support

The Cultural Foster Carer Trainer and Assessor will:

- Implement and facilitate support mechanisms and feedback opportunities for carers.
- Organise cultural Carer celebrations/social events.
- Facilitate Foster Carer Yarning Circles.
- Work closely with all Victorian ACCO's, strengthening best outcomes for all Aboriginal children and young people.

Data collection

The Cultural Foster Carer Trainer and Assessor will:

- Ensure all carer information is regularly inputted to FJ and other relevant data systems.

Key selection criteria

The successful applicant will have:

- A knowledge and understanding of Aboriginal culture and values and an awareness of the current issues faced by Aboriginal children, young people, and their families.
- A tertiary qualification in Social Work, Family Therapy, Psychology, Welfare Services (preferably Indigenous Specific Study) or equivalent.
- Skills and experience in engaging with people from Aboriginal cultural backgrounds.
- Demonstrated practice knowledge in areas relevant to working with traumatised and vulnerable Aboriginal children, young people and families which may include child development and the impact of trauma including mental health, drug and alcohol, disability, or other trauma related behaviours.
- Evidence of a well-developed understanding of Attachment and Trauma Theories and the relationship to child abuse and neglect, family systemic theory, an understanding of anti-oppressive theories of practice, and an ability to assist others to understand the implications.
- Willingness to gain further knowledge of current theory, practice and issues related to complex trauma, both historical and current environments for Aboriginal children, young people and families.
- Excellent interpersonal skills, with a demonstrated capacity to work collaboratively with others and exercise influence in a diversity of contexts.
- Ability to participate collaboratively and constructively within teams of peers, staff and other stakeholders, as well as initiative and effective personal judgement when working alone.
- Evidenced skills in assessment and training.
- Strong verbal and communication skills.
- Ability to adhere to deadlines and meeting KPI's while working under pressure.
- High levels of computer literacy – MS Office and databases

Other criteria not essential but desirable:

- Trained in "Victorian, Shared Lives"
- Trained in "Our Carers, Our Kids"
- Trained in "Victorian, Step by Step package"

Other information


The incumbent is required to:

- Sign and actively abide by MacKillop's Code of Conduct.
- Observe and actively support MacKillop's P.8 People and Workplace Policy.
- Observe and fulfil health and safety responsibilities as contained within 'WHS-P-001 Responsibility Statements' document.
- Attend mandatory and other training as required.
- Actively participate in MacKillop's Bid Management process as required.
- Participate in and promote continuous quality improvement processes.
- Promote an environment that is culturally safe and strengths focussed.
- Abide by principles and commitments of the Sanctuary Framework.
- Incorporate cultural safety into your practice with Aboriginal families.

The incumbent must possess a:

- Valid and current Victorian Driver's Licence.
- Valid and current Victorian Working with Children Card
- Valid and current NDIS Worker Check (for NDIS risk assessed roles).
- Satisfactory criminal history check conducted by MacKillop Family Services.

Approval

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Approver's full name:	Ninevah Hooper	Date:	26 th May 2022
			
Approver's position title:	Director, Child Youth and Family Services		
Incumbent's full name:			
Incumbent's signature:		Date:	



MacKillop Family Services acknowledges Aboriginal and Torres Strait Islander people as Australia's First Peoples and as the Traditional Owners and Custodians of the land on which we live, work and play. We pay our deep respects to Elders past and present and acknowledge all Aboriginal children, young people, families and staff who are a part of MacKillop Family Services.



MacKillop celebrates and draws strength from diversity and respects the dignity of all people. Every person at

MacKillop has the right to be safe and to be treated justly. We value every person's cultural or linguistic background, ethnicity, sexual orientation, gender identity, gender expressions, intersex status, relationship status, religion or spiritual beliefs, socio-economic status, age, and abilities.