



RUMBALARA
ABORIGINAL CO-OPERATIVE LTD.

Position title	<i>Aboriginal Family Violence Practitioner</i> <i>This is an Aboriginal Designated Position, classified under 'special measures' of Section 12 of the Equal Opportunity Act 2010. Only Aboriginal and Torres Strait Islander people are eligible to apply.</i>
Position number	P2097
Employment status	Full time
Department	Justice and Community Services
Location	Wyndham Street, Shepparton
Position reports to	Team Leader
Award	Social, Community, Home Care and Disability Services Industry Award 2010
Classification	Social and Community Services Employee – Level 4 Pay Point 1 to 4 (based on experience and qualifications)

ABOUT THE ORGANISATION

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
- Justice and Community Services
- Asset and Infrastructure Services / Housing
- Family, Care and Early Years
- Corporate Services

RAC has an annual budget of \$50 million and a workforce of approximately 320+ 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.



ROLE PURPOSE

The Aboriginal Family Violence Practitioner (Case Management) will be responsible for delivering intermediate and longer-term case management and support through an Aboriginal Family Violence Integrated response. Including, intake and assessment utilising the MARAM framework and RAC Aboriginal cultural assessment, to all incoming referrals.

This role will work closely with the Family Violence Team to support Rumbalara Aboriginal Cooperative to deliver high quality culturally safe and effective family violence responses to Aboriginal and Torres Strait Islander people and/or their families seeking support and safety for Family Violence and where appropriate provide secondary consultations to internal and external stakeholders and proactively build cultural safety and competence.

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

KEY SELECTION CRITERIA

Qualifications and Experience:

- Tertiary qualification in social work, welfare, community development or related field, is preferred. However, applicants with significant experience in a similar role and/or currently studying are strongly encouraged to apply.

Knowledge and skills:

- Strong knowledge of Aboriginal culture, and self-determination: Has a strong understanding of the local service delivery environment, families and community including Rumbalara Aboriginal Cooperative.
- Sound knowledge and understanding of Aboriginal Family Violence. Has established experience and capability to deliver culturally safe and responsive practice as part of an Aboriginal 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 and experience working with Aboriginal children, young people, adults and Elders in a multi-disciplinary and multi-agency context.
- 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.
- Co-working and providing daily practice support for the Family Violence Team.
- Working with internal and external services including Aboriginal Services, community and elders to identify and resolve clinical and practice issues as they arise, attending appointments and meetings as required.
- Operating with responsibility and accountability.
- Build the capacity and capability of the Family Violence Team to deliver culturally competent responses in line with the Integrated Practice Framework and relevant legislative frameworks (including Dhelk Dja, the Family Violence Strategy, MARAM (Multi Agency Risk Assessment and Management Framework), Public Records Act



1973, Children, Youth and Families Act 2005 and Child Wellbeing and Safety Act 2005).

- Modelling integrated practice approaches and behaviours integral to ethical practice including trauma informed practices when working with Aboriginal people.
- Sharing practice knowledge on Aboriginal approaches to holistic healing and whole of family practices.
- Provide and contribute to reflective practice and a positive team culture.
- Other appropriate and reasonable duties as directed by the Manager, Program Manager and/or Executive Manager.

2. Behavioural Capabilities

- Act at all times to protect the right of the clients, including culture, confidentiality, privacy, individual choice and decision-making.
- Demonstrate commitment to the Co-operative's values and behaviours - serve the community, work together, act with integrity and respect other people (a copy of this is available to view).
- Provide support and proactively engage with the clients and broader community.
- Establish and maintain relationships with clients, community and Rumbalara staff and team members.

3. Administrative Capabilities

- Attend staff meetings, and internal/external stakeholder engagements when appropriate.
- Submit accurate timesheets and claim forms (if applicable) in a timely manner.
- Participate in service training programs as organised by Rumbalara and / or any other training to upgrade skills.
- Ensure that all statistical data / record-keeping and other documentation are completed and forwarded on time.
- Follow correct policy and procedure directions at all times.
- Contribute to and support the organisation's systems and processes for managing safety, quality and risk; observe and report hazardous situations or behaviours.

EMPLOYMENT CONDITIONS

- Have a Confirmation of Aboriginality
- Have a current National Police Check
- Hold Valid Driver's License, without restriction
- Hold current Employee Working with Children's Check
- COVID-19 vaccination certificate (strongly recommended in line with government guidelines; not mandatory)
- 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 RAC will be tied to existing contracted funding arrangements.