

Our Vision

We envision a supportive community where people can experience the opportunity to reach their full potential.

Centacare is a Child Safe Organisation

POSITION INFORMATION	
Employee name	
Position title	Aboriginal Cultural Practitioner
Responsible to	Executive Manager, Children’s Services Unit through the Manager
Unit	Children’s Services Unit
Award	SCHCADS Award 2010 (Stream: Social and Community Services Employee)
Classification	Social and Community Services Employee, Level 5

KEY RESPONSIBILITIES

The Aboriginal Cultural Practitioner will work in Centacare’s Foster Care Program. Funded by the Department for Child Protection (DCP), Centacare Foster Care provides both specialist and general foster care for children aged 0-17 years in immediate, short term, long term and respite placements. The role is based at Seaton and includes travel to homes within the community. The Aboriginal Cultural Practitioner will work as part of the Foster Care team to support culturally inclusive placements for Aboriginal and Torres Strait Islander children and young people in family-based care.

The role

The Aboriginal Cultural Practitioner works alongside foster carers, applicants, and multidisciplinary care teams to provide culturally informed advice, support and consultation. The role contributes to carer assessments, co-delivers cultural learning, and strengthens culturally responsive practice across the Foster Care program. The role involves providing cultural input/considerations and an understanding of the impact of colonisation and intergenerational trauma to discuss with peers and foster carers.

Key Focus

- Support non-Aboriginal foster carer households to build strong, respectful connections for Aboriginal children to their culture, community, Elders and Country, cultural identity, pride and belonging.
- Provide cultural perspectives, guidance and resourcing specific to Aboriginal children in care within the South Australian Child protection context.
- Participate in assessment, support, planning and decision-making with a clear Aboriginal cultural lens.

The following key responsibilities will ensure you contribute to the program meeting its objectives.

- Contribute cultural advice by providing support to Assessors who complete A5 Aboriginal Cultural Responsiveness Assessments with foster carer applicants.
- Review A5 assessments prior to submission to DCP’s Carer Approval and Review Unit.
- Contribute cultural integrity into everyday program level policies and apply an Aboriginal cultural lens to frameworks and practice.
- Lead cultural carer connection events to encourage connections to Aboriginal community, events, and services.
- Develop resources and provide resources to staff and foster carers with the purpose of increasing cultural humility, including the promotion of events in community.
- Deliver Aboriginal Cultural training and Shared Lives alongside team members.
- Provide inclusive cultural support to non-Aboriginal foster carers and promote connections to family, culture, and community in consultation with the wider care team.
- Collaborate with the multidisciplinary team and Aboriginal-Controlled Organisations to ensure culturally safe, trauma-informed services and case planning.

- Participate in cultural discussions with staff to support culturally safe, trauma-responsive therapeutic services for Aboriginal children and young people in family-based care.
- Participating in team meetings, team case review processes and practice development workshops and working collaboratively within the multi-disciplinary context.
- Maintain written records of all client and stakeholder interaction on the Penelope Case Management System.
- Provide cultural insights, input and follow-up into case review processes.
- Promote and contribute to a positive team culture and a safe work environment.
- Positively contribute and promote the program and work in partnership to promote a culturally safe environment, and work effectively with foster carers.
- Contribute to program innovation.
- Participate in regular professional development sessions with the Manager and Uncle in Residence.
- Provide cultural guidance and advocacy to enhance Aboriginal child safety, family functioning, and access to relevant services and resources.
- Support foster families in creating safe home environments using practical, therapeutic, and cultural interventions tailored to their needs.

The role will also work in closely and align with the Murinthi Aboriginal Workforce Development, this may include:

- Attending and being part of the Ngani Pari-Arra (Otherway Centre)
- To participate and be involved in working with Elders
- Contributing to sustain culturally responsive spaces
- Identifying opportunities to enhance culturally appropriate services.
- Participate in community stalls and in community events.

QUALIFICATIONS & CONDITIONS

Essential	<ul style="list-style-type: none"> • Extensive experience within the Aboriginal and Torres Strait Islander Community • Experience working with families involved in the Child Protection System • Valid Department of Human Services (DHS) Working with Children Check Current • Drivers Licence
Desirable	<ul style="list-style-type: none"> • Social Work degree, Community Services or equivalent • Report writing skills and experience in conducting A5 Step by Step Assessments • An understanding of the Aboriginal and Torres Strait Islander Child Placement Principles • Experience in facilitating cultural training • Experience in working collaboratively within multi-disciplinary teams
Special Conditions	<ul style="list-style-type: none"> • You may be required to work additional outside of traditional work hours as outlined in your contract

KEY EXPECTATIONS

Clinical

- Knowledge and understanding of relevant legislation, the child protection system and child protection risk factors.
- Knowledge of the Aboriginal and Torres Strait Islander Placement principles
- Knowledge of the philosophy of a Strengths Perspective, working within a care team, holistic practice, connection to community and a competence-centred perspective in working with families in the child protection sector

- knowledge and understanding of child development and factors relating to children and young people's well-being and impacts from the Stolen Generation, colonization, intergenerational trauma, and the importance of connecting children to family, community and culture.
- Experience in home-based support and therapeutic intervention for Aboriginal people with high and complex needs relating to past trauma.
- Experience in delivering services to families and knowledge of Aboriginal specific services
- Practice from a trauma-informed, child-focused and culturally sensitive framework
- Written and interpersonal skills
- Liaise effectively with the Department for Child Protection and Centacare staff
- Proven experience in promoting teamwork and an effective work environment
- Time management and task prioritising
- Ability to escalate issues of risk to the Senior/Manager, when required
- Knowledge and experience in maintaining accurate client files
- Understanding of the planned process of Reunification for children and young people in care and the cultural context
- Knowledge and understanding of the Aboriginal communities' cultures, customs, obligations and their services.

Integrity and Quality

- Uphold standards of behaviour in accordance with Centacare's Code of Conduct, the Child Protection Code of Conduct, and any others according to the role.
- Positively promote the organisation both internally and externally demonstrating a strong understanding of Centacare.
- Awareness of legislation and internal and external policies as they relate to the role.
- Co-operate with all policies and procedures including those relating to work, health and safety at the workplace.
- Contribute to quality improvement programs and other organisational activities to meet Service/Accreditation Standards.
- Ensure that all documentation is accurate and completed in a professional and timely manner.
- Maintain confidentiality on all issues relating to the organisation and individuals.

Customer Service

- Operate with integrity and professionalism at all times when dealing with all individuals.
- Respect the uniqueness of individuals whilst being responsive to their needs.
- Ability to apply culturally sensitive practice across diverse cultural backgrounds.

Commitment to Professional Development and Managing Change

- Flexibility and initiative during periods of change.
- Commitment to continual professional and personal development.
- Attend all compulsory training sessions identified by the organisation and undertake other training and development as required.
- Work consistently and positively within a team to achieve positive outcomes.

Teamwork and Communication

- Work harmoniously with other team members to achieve service delivery excellence.
- Resolve any workplace conflict in a professional manner and in accordance with policy and procedure.
- Participate in regular and professional communication with the manager and with all relevant colleagues and managers.
- Effectively consult and collaborate with your team and management.
- Operate in accordance with Equal Opportunity principles.

Work, Health and Safety (WHS)

- Take reasonable care for your own health and safety.
- Take reasonable care that your acts or omissions do not adversely affect the health and safety of other persons.
- Actively participate in WHS activities, policies, practices and procedures.

PERFORMANCE MONITORING

Performance monitoring and review of this position description is managed in accordance with the Probationary Review Procedure, Annual Professional Review Policy and Procedure and Supervision Policy. The process is implemented through a performance framework that includes:

- Day to day management, communication and continuous feedback from Line Manager
- Annual Professional Review
- Regular supervision sessions scheduled between the employee and Line Manager or Supervisor
- Probationary review during the first 6 months of employment (does not apply to casual staff)

I (Employee name) have read, understood and accept the responsibilities and competencies outlined in my position description.

Employee: **Date:**/...../.....
(Signature)

Executive Manager: **Date:**/...../.....
(Print Name) (Signature)