



Boorndawan Willam
Aboriginal Healing Service

Position Title	Counsellor Advocate – Children, Youth and Families
Team	Therapeutic Services
Employment Type	Full or part time(0.8), Fixed Term maternity leave cover
Salary Range	SCH Level 6
Position Reports to	Program Manager – Therapeutic Services
Location	666 Mountain Highway, Bayswater
Delegation	As per BWAHS Schedule of Delegations
Direct Reports	N/A
Suitability for remote work	Possible up to one day/week after probation

About BWAHS

Boorndawan Willam¹ Aboriginal Healing Service (BWAHS) is the lead Aboriginal-specific family violence service for the eastern metropolitan region of Melbourne. Established in 2006 and transitioning to an independent Aboriginal Community Controlled Organisation in 2019, BWAHS delivers trauma-informed, culturally grounded responses to individuals, families and community experiencing, or at risk of, family violence.

Our engagement and support for our communities' healing journey are vital – wholly underpinned and guided by culture.

Our services include:

- Intensive Case Management
- Integrated Child & Family Services
- Alcohol, Other Drugs & Gambling Support
- Deadly Tomorrows (AFVITH)
- Therapeutic Services for women, children, young people & families
- Therapeutic Group Programs
- Services within The Orange Door (TOD)

Role Purpose

As a Child, Youth and Families Counsellor-Advocate, you will be required to provide assessment and counselling interventions to members of the Aboriginal and Torres Strait Islander Communities, using a range of developmentally appropriate, culturally and trauma informed evidence-based modalities.

These may include individual and family-based approaches to meet the complex therapeutic needs of children, young people and families in the community.

You will also be required to provide client-centred advocacy through liaison with relevant education, health, legal and other services, and the facilitation of referrals to support access to those services.

[1] Boorndawan Willam is a phrase from Wathaurong and Woiwurrung languages meaning "safe house," with Boorndawan meaning 'safe' and Willam meaning 'house'.

This role works in collaboration with the Therapeutic Group program, and at times you will be called upon to provide therapeutic input into the development of group programs, as well as to provide support with group facilitation.

Your therapeutic interventions and advocacy will be carried out at a combination of locations including onsite at BWAHS Bayswater/Lilydale offices, as well as in educational environments and other community settings.

Key Responsibilities

Assessment & Intake

- Undertake comprehensive biopsychosocial assessments with children, young people and their families.
- Conduct risk assessments, including MARAMs, mental health and suicide risk assessments.
- Develop risk management and safety plans where required and participate in risk management meetings.
- Support intake processes.

Therapeutic Interventions

- Using formulations developed through your assessment process, develop clear therapeutic goals.
- Provide culturally and developmentally appropriate, trauma-informed therapeutic interventions for children, young people and their families to promote healing and recovery from family violence and other experiences of trauma.
- Work to enhance parent/carer self-determination and confidence in parenting after violence and support their children's healing and recovery journey.
- Provide a range of options for community members to engage in services including onsite, outreach and virtual/telephone options.
- Support the development and facilitation of structured family sessions for children/young people and their families/carers.

Therapeutic Group Work

- Provide trauma-informed input into the development of therapeutic group responses.
- Co-facilitate therapeutic group responses in conjunction with the Therapeutic Group Program.

Advocacy

- Where community member's safety, mental and physical health or wellbeing are compromised, develop and implement advocacy strategies designed to improve overall wellbeing.
- Support community members' access to external support agencies through referrals.
- Participate in internal and external care teams.
- Be available to provide secondary consultation to external service providers, with the aim of improving their ability to respond to members of the Aboriginal and Torres Strait Islander communities.
- Establish and maintain positive working relationships with key stakeholders, both internally and externally.
- Represent BWAHS in relevant networks, working groups and communities of practice.

Culturally informed practice

- Commit to cultural curiosity and engage in ever improving culturally informed practice.
- Seek and engage in cultural consultation where appropriate.
- Contribute to a positive and culturally safe workplace.

- Centre First Nations' voices and support agency and community self-determination.

Inclusive and intersectional practice

- Provide informed and safe support to Aboriginal and Torres Strait Islander people and their families who identify as LGBTQIA+.
- Contribute to a positive and safe workspace for people who identify as LGBTQIA+.
- Provide informed and safe support to Aboriginal and Torres Strait Islander people and their families who are living with a disability.
- Contribute to a positive and safe workplace for people who are living with a disability.

Training and Professional Development / Capability Development

- Participate in regular clinical and operational supervision, and cultural supervision when available.
- Participate in all agency activities that contribute to professional development requirements, including team meetings and other program-based sessions.
- Participate in regular culturally informed training.
- Seek and access relevant professional development opportunities to build and maintain therapeutic skills.

Record Keeping and Report Writing

- Maintain accurate and timely records including notes, reports, plans and data reporting in accordance with BWAHS quality requirements.
- Ensure written client reports and letters are prepared within BWAHS guidelines and are approved by your line manager before provision to legal, government and health bodies.
- Participate in BWAHS ongoing quality improvement and strategic direction implementation.

Policies, Procedures and Systems

- Comply with all organisational policies and procedures.
- Proactively identify and report Workplace Health and Safety concerns.
- Ensure that child safe practices are implemented.

Key Selection Criteria

Essential

- Demonstrated knowledge and understanding of the Victorian Aboriginal community, particularly in relation to the impact of family violence on Aboriginal women, children, families and communities.
- A tertiary qualification in social work, psychology, family therapy or a related discipline along with demonstrated experience.
- Theoretical understanding of the issues underpinning family violence and therapeutic interventions within an Aboriginal and Torres Strait Islander cultural context.
- Direct experience with working with both families and children in a counselling/therapy capacity including the provision of trauma-informed, culturally safe therapeutic approaches to support safety and healing from family violence to children, young people and their families.
- Ability to engage families of varying ages, stages and compositions who have multiple and complex needs.
- Understanding of State and Regional Aboriginal Family Violence strategies and frameworks.
- Demonstrated commitment to liaise and work collaboratively with stakeholders, carers, DFFH, the Education Department, other agencies and the community.
- Strong case-noting and report writing skills
- The ability to work independently and as part of a small team.

Commented [BW1]: updated

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- A willingness to embrace opportunities for professional development.
- Current drivers licence, Working With Children Check (employment), willingness to complete a National Police check

Desirable

- Knowledge of Aboriginal and Torres Strait Islander as well as mainstream services in the Eastern Metropolitan Region or a willingness to learn.
- Experience in the not-for-profit or community services sector.
- Knowledge of government-funded program reporting requirements.

Key Attributes for all Employees

- Commitment to BWAHS Vision, Mission, Values and Principles.
- Capacity for self-assessment, reflection and emotional intelligence.
- Ethical and culturally aware practice.
- Strong communication and collaboration skills.
- Accountability and adherence to professional standards.
- Willingness to contribute to projects and tasks outside of core role to support the wider BWAHS team.
- Compliance with Workplace Health & Safety and Privacy requirements.

Acknowledgement

I acknowledge that I have received a copy of the Position Description and have read and understand its contents.

Employee Name:		
Employee Signature:		Date: / /
Manager's Name:		
Manager's Signature:		Date: / /