

Aboriginal Family Centred- Youth Justice Practitioner (Female/ Identified)

EMPLOYMENT DETAILS			
Role type	Fixed Term	Award	Social, Community, Home Care and Disability Services Industry Award 2010 (SCHADS)
Hours per week	Full time	Pay Classification	SCHADS 5.1
Reports to	Youth Pathways- Team Leader	Secondary Report	Family Journeys- Program Manager
Additional Benefits	Access to Salary Packaging		

ORGANISATIONAL CONTEXT	
Bendigo & District Aboriginal Cooperative (BDAC) is an Aboriginal Community Controlled Organisation (ACCO). BDAC is registered as a member under the umbrella of Victorian Aboriginal Community Controlled Health Organisation (VACCHO) and represented nationally through National Aboriginal Community Controlled Health Organisation (NACCHO). BDAC was founded in 2001 to represent and provide services to Aboriginal and/or Torres Strait Islander people living on Djaara Country (djandak) in Central Victoria. BDAC has a responsibility to ensure growth of services, development of our Aboriginal and Torres Strait Islander Community, better and improved health outcomes for our People, improved quality of life, and be a lead agency in providing self-determination, employment and career pathways for Aboriginal and/or Torres Strait Islander People.	

LOCAL WORK ENVIRONMENT
BDAC provides a range of specialist services for Community living on Djaara Country including a Medical Clinic, Health and Wellbeing, Family and Community Services, and Kindergarten.

POSITION OBJECTIVE

The Aboriginal Family Centred – Youth Justice Practitioner (female) will play a vital role in providing culturally safe, gender responsive, early intervention support to Aboriginal and/or Torres Strait Islander young people (aged 10–14 years) and their families, with particular focus on engaging your Aboriginal girls, the primary objective of this position is to strengthen cultural connection, family unity, with the aim of preventing disengagement from education, positive social connections, and mitigating potential contact with the youth justice system.

Grounded in Aboriginal cultural values, the role involves walking alongside families, building trust, and collaboratively identifying and addressing barriers that may lead to vulnerability or offending behaviours. This position designed in partnership with the Department of Justice, in response to the needs and voice of Community.

BDAC'S VISION AND CORE VALUES

Empowered generations belonging to strong families, culture and community

Our Lore refers to the stories, customs, beliefs, and spirituality of our People. Our Lore guides our work and has been passed down through generations by our ancestors and knowledge holders.

Our five LORE principles are:

- We keep our focus on Community priorities
- We are brave
- We think outside the box
- We create a safe, caring, and supportive environment
- We are accountable

Please refer to our <https://www.bdac.com.au/our-strategy> for further information about our underlying principles within the BDAC Strategy.

KEY POSITION RESPONSIBILITIES

Primary Responsibilities

- Build respectful, culturally safe, and trusting relationships with young people aged 10–14 and their families.
- Support young people and families to navigate the service system and access the right supports at the right time.
- Undertake and contribute to assessments to understand strengths, needs and barriers to participation.
- Work in partnership with schools, education providers, Community groups and other services to promote positive engagement.

	• Offer flexible, wraparound support to respond to issues impacting young people's wellbeing, such as trauma, housing instability, school exclusion, or health needs. • Promote connection to culture, identity, family and Community as protective and healing factors. • Participate in regular reflective practice, supervision and team-based learning. • Maintain accurate records, support program reporting, and contribute to continuous program improvement.
General Responsibilities	• Uphold BDAC's Values, Code of Conduct, and all relevant policies and procedures. • Engage in supervision, professional development, and continuous quality improvement (CQI) activities. • Attend team meetings, staff meetings, and community events as required. • Comply with legislative and regulatory obligations. • Identify and report risks promptly to your line manager, including completing incident reports via LogiqcQMS. • Collaborate effectively within a team to meet performance and development goals in line with BDAC's program requirements. • Follow reasonable directions from BDAC management. • Maintain a safe work environment in accordance with BDAC's Occupational Health and Safety (OHS) policies.

COMMITMENT TO SAFETY

- BDAC has zero tolerance to all forms of violence.
- BDAC is committed to service delivery and a work environment that prioritises equity and diversity and actively supports inclusion. We aim to ensure every individual is treated with dignity and care with respect to their cultural background, ability, ethnicity, gender identity, sexual orientation, age, caring responsibilities, spirituality, or religion.
- BDAC is committed to the Child Safety Standards and believes that all children and young people have the right to be children and live free of abuse and neglect, so they can grow, learn, and develop. Everyone within BDAC is responsible for ensuring a culture of child safety, preventing child abuse.
- BDAC is committed to the health and wellbeing of its employees and stakeholders. Everyone within BDAC is required to foster a workplace that is safe and healthy that is free from all forms of harassment, bullying, and discrimination.

KEY SELECTION CRITERIA

- Identify as Aboriginal and/or Torres Strait Islander and have a strong connection to Community and understanding of the experiences, strengths and challenges facing Aboriginal children, young people and families.
- Experience working with Aboriginal and/or Torres Strait Islander families and young people, particularly in community, youth, education, justice or wellbeing settings.
- Ability to build strong relationships and engage respectfully with children, young people, families and Elders.
- Ability to work flexibly and creatively to support young people with complex needs.
- Understanding of the factors contributing to justice system involvement and how to respond safely and effectively.
- Strong communication and organisational skills, and ability to maintain clear and confidential records.
- Commitment to self-reflection, learning and working as part of a team.

Education, Training and/or Competencies

- Relevant qualification or experience (minimum 2 years) in youth work, community services or related field.

Preferred/ desired

- Previous experience working with Aboriginal and/or Torres Strait Islander community members or in an Aboriginal organisation.

CONDITIONS OF EMPLOYMENT

- Must pass a Criminal Police Record Check.
- Must pass and provide copy of Working with Children's Check (WWCC) (*or Teachers Registration if applicable*).
- Must hold current full Victorian Drivers Licence and provide a copy.
- Must have the right to work in Australia.
- Must pass an Employment History check.
- Must have and maintain a commitment to child safety, equity, inclusion, and cultural safety.
- **Vaccination Policy:** all staff are encouraged to be vaccinated against whooping cough, measles, mumps, and rubella (MMR) (*if not immune*), influenza (*annually*), hepatitis A and B, chicken pox (*if not immune*); shingles (*for eligible people*), and COVID-19. It is expected that Clinic, aged care, and djimbaya, staff will be vaccinated against the above diseases and will be required to complete a **Vaccination Consent Form**. It is also expected that Clinic staff will be vaccinated against diphtheria, tetanus, and pertussis (DTP).

EMPLOYEE STATEMENT

I have read, understood, and accepted the above position description of the Aboriginal Family Centred- Youth Justice Practitioner (Identified/ Female)

EMPLOYEE NAME:

SIGNATURE:

DATE:/...../.....