



Position Description

Position Title	Senior Practitioner – Justice Support Program
Work Type	Full Time – 38 hours per week (1.0 FTE)
Award	Social, Community, Home Care and Disability Services Industry Award 2010
Classification	SCHADS Level 5
Location	Mitcham / Croydon and outreach across the Eastern Metropolitan Region
Reports to	Coordinator –Justice Support Program
Direct Reports	Nil

Position Purpose

Mullum Mullum Aboriginal Gathering Place Ltd (MMAGP) is a strong, proud, culturally connected and self-determined Aboriginal Community Controlled Organisation servicing Aboriginal people across Melbourne's Eastern Metropolitan Region.

The Senior Justice Practitioner provides culturally safe, trauma-informed and strengths-based intensive case management to Aboriginal people who are on bail, transitioning from remand or custody, or experiencing circumstances that place them at risk of further involvement in the justice system.

The position manages participants with complex needs, undertakes comprehensive assessment and case planning, coordinates multidisciplinary responses and advocates for participants across the justice and community service systems.

As a senior practitioner, the role also provides practice support and guidance to Justice Support Workers and works closely with the Coordinator in responding to complex and high-risk matters.

Key Responsibilities

Intensive Case Management

- Provide culturally safe and intensive case management to Aboriginal participants with complex justice involvement.
- Undertake comprehensive intake, assessment, risk assessment and case planning.
- Develop individualised support plans with participants and, where appropriate, their families and support networks.
- Support participants to understand and comply with bail conditions and other justice requirements.
- Support participants transitioning from remand or custody back into Community.
- Monitor participant progress and regularly review case plans and goals.
- Coordinate referrals and multidisciplinary responses to address factors contributing to justice system involvement.



Participant Support and Advocacy

- Advocate for participants at courts, police stations and other justice settings as required.
- Support participants to navigate the justice system and access appropriate legal and Community supports.
- Provide practical assistance and referrals relating to housing, health, mental health, alcohol and other drugs, family violence, education, employment, identification, transport and social and emotional wellbeing.
- Facilitate connections with Aboriginal Community Controlled Organisations, Elders, cultural mentors and other culturally appropriate supports.
- Support Community-based responses and alternatives to remand wherever appropriate.

Risk and Practice Support

- Identify and respond to complex participant risks including mental health, substance use, homelessness, family violence and Community safety concerns.
- Develop appropriate safety and risk management plans.
- Escalate significant risks and incidents to the Justice Support Coordinator.
- Participate in complex case reviews, case conferences and reflective practice.
- Provide practice guidance and support to Justice Support Workers where required.
- Maintain appropriate professional boundaries, confidentiality and information-sharing requirements.

Cultural Practice

- Embed Aboriginal ways of knowing, being and doing throughout participant support.
- Promote connection to culture, family, Kinship, Community and Country.
- Strengthen cultural identity and connection as protective factors against further justice involvement.
- Ensure cultural safety and Aboriginal self-determination remain central to case planning and service delivery.

Partnerships, Compliance and Reporting

- Work collaboratively with the Department of Justice and Community Safety, Victoria Police, courts, Youth Justice, Corrections Victoria, legal services, ACCOs and other relevant services.
- Maintain accurate and timely case notes, assessments, support plans and participant records.
- Contribute to program data collection, reporting and outcome measurement.
- Monitor and appropriately document participant brokerage expenditure.
- Ensure practice complies with MMAGP policies, funding requirements and relevant legislation.
- Participate in stakeholder meetings, case conferences and justice networks as required.

Key Selection Criteria

Essential

1. Demonstrated understanding of Aboriginal cultures, Communities and the impacts of the justice system on Aboriginal people.
2. Demonstrated experience providing complex case management to Aboriginal people and/or people experiencing justice system involvement.



3. Sound understanding of the Victorian criminal justice system, including bail, remand, courts and Community-based support pathways.
4. Demonstrated experience undertaking comprehensive assessment, risk assessment, case planning and safety planning.
5. Demonstrated ability to work effectively with participants experiencing complex needs including trauma, homelessness, mental health, alcohol and other drug use and family violence.
6. Demonstrated ability to advocate effectively and build strong relationships with Aboriginal Community, justice agencies and service providers.
7. Ability to provide practice guidance and support to other practitioners while working collaboratively within a team.
8. Strong communication, problem-solving, documentation and report-writing skills.
9. Demonstrated commitment to Aboriginal self-determination and culturally safe, trauma-informed and strengths-based practice.

Desirable

- Relevant qualification in Social Work, Community Services, Psychology, Criminology or a related discipline.
- Experience working within an Aboriginal Community Controlled Organisation.
- Experience in bail, remand, youth justice, corrections or Aboriginal justice programs.

Special Requirements

- Current Victorian Driver Licence.
- Current Working with Children Check.
- National Police Check.
- Regular outreach across Melbourne's Eastern Metropolitan Region.
- Court, police station, home and Community visits.
- Some after-hours work may be required in response to participant and operational needs.
- Other duties as required.

The successful applicant will be committed to Aboriginal self-determination, culturally safe practice and the values of Mullum Mullum Aboriginal Gathering Place Ltd.

Only Aboriginal and/or Torres Strait Islander people are eligible to apply for this position. This action constitutes a special measure under section 12 of the Equal Opportunity Act 2010 (Vic).