

Position title	<i>Pathway 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	P2345
Employment status	Full Time - Ongoing
Service Area	Family, Care & Early Years
Location	Echuca Road, Mooroopna and Undisclosed Location
Position reports to	Coordinator
Award	Social, Community, Home Care and Disability Services Industry Award 2010
Classification	Social and community services employee – Full-time & part-time, Level 3 – pay point 3 to Level 4 – pay point 1 (based on qualifications and experience)

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 Services
- Positive Ageing and Disability Services
- Justice and Community Services
- Housing and Infrastructure Services
- 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

Rumbalara has partnered with Kids Under Cover which the model of Village 21 which is a small-scale supported housing model designed to provide safe, stable and community-oriented housing for young people at risk of homelessness and/or ageing out of Out of Home Care. The model combines affordable supported housing with on-site mentoring and community connection to help young people transition toward sustainable independence.

The Pathway Practitioner plays a critical role within the Nyanan Dana (meaning Our Pathway) community by helping create a safe, respectful, and supportive living environment for young people. The Pathway Practitioner will be responsible to engage with young people to engage and connect to appropriate supports and be able to sustain their tenancy and independence goals.

The Pathway Practitioner will liaise with the mentors and support Aboriginal young people living at Nyanan Dana to transition to independent living.

KEY SELECTION CRITERIA

Qualifications and Registrations:

- Diploma or experience in Youth Work or Community Services.
- Demonstrated ability to build respectful and trusting relationships with young people.
- Ability to build rapport and maintain appropriate professional boundaries with young people.

Knowledge and skills:

- Excellent knowledge and understanding of Aboriginal culture, community, and values.
- Ability to work with young people in a supportive, respectful, and culturally safe manner.
- Model positive behaviours, healthy routines, and independent living skills.
- Strong interpersonal, communication, negotiation and conflict resolution skills.
- Experience in trauma-informed practice and culturally safe support.
- Experience mentoring or coaching young people.

KEY RESPONSIBILITIES

1. Technical Capabilities

- Support young people to develop independent living skills (cooking, cleaning, budgeting, time management, personal responsibility, self-care).
- Develop respectful, trusting and appropriate relationships with young people residing within Village 21.
- Provide informal mentoring, guidance and encouragement to young people.
- Role model positive communication, healthy boundaries, problem solving and respectful behaviour.
- Support young people to build confidence, independence and life skills.
- Encourage participation in education, training, employment and community activities.
- Promote inclusion, belonging and community participation within the Nyanan Dana environment.
- Foster a safe, welcoming and respectful community environment.
- Support positive relationships between residents and assist in managing low-level conflict where appropriate.
- Assist in facilitating regular community meetings, activities and connection opportunities.
- Support a culture that is inclusive, culturally safe and trauma informed.



- Support young people to understand and maintain expectations associated with independent living and tenancy sustainment.
- Encourage proactive engagement with support services where required.
- Collaboration and communication.
- Maintain regular communication with all the relevant staff including the coordinator regarding the support individuals residing at the Nyanan Dana regarding any wellbeing, safety or tenancy concerns.
- Participate in relevant meetings, training and supervision sessions.
- Always maintain appropriate professional boundaries between the residents.
- Uphold Victorian Child Safe Standards and culturally safe practice.
- Maintain professional boundaries and act in the best interests of children and young people.
- Respect Aboriginal culture, identity, and community at all times.
- Other appropriate and reasonable duties as directed by the 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.
- 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.

