

Restoring Families- Practitioner

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 4.1
Reports to	Restoring Families- 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

As a Restoring Families Practitioner, you will provide culturally safe, family-led, and strength-based support to Aboriginal and/or Torres Strait Islander children, young people, and their families with a focus on restoring, strengthening, and sustaining family connections.

The Practitioner will walk alongside families in a way that promotes healing, self-determination, and cultural connection, recognising families as the experts in their own lives. Practice is guided by a trauma-informed and evidence-based approach, with an understanding of how intergenerational trauma, past experiences, and systemic impacts shape family wellbeing, relationships, and engagement with services.

The role centres on building trust, restoring relationships, promoting safety, and supporting families to reconnect, identify their strengths, and work toward their own goals for preservation, reunification and family stability. The Practitioner will provide practical support, case work, and coordinated connections to services to enable safe and sustainable outcomes for the children and families that they work with.

Working within the Restoring Families framework, BDAC policy, and procedures, the Restoring Families Practitioner contributes across elevated & enduring levels of support intensity, with guidance from senior leadership. The Practitioner operates as part of a collaborative team, participating in regular supervision, coaching, reflective practice, and professional development, and is committed to respectful, culturally responsive practice with Aboriginal and/or Torres Strait Islander families and 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	• Provide culturally safe, trauma-informed, and strengths-based support to Aboriginal and/or Torres Strait Islander children, young people, and families. • Work alongside families to support preservation and reunification, strengthening relationships and promoting safe and sustainable outcomes for children. • Build and maintain trusting, respectful relationships with families through consistent and transparent engagement. • Undertake holistic assessments to identify strengths, risks, needs, and family-led goals. • Facilitate connections to community, culture, and relevant services to support family wellbeing. • Advocate for families across service systems to ensure their voices and cultural needs are respected. • Maintain accurate and timely case notes, reports, and documentation in line with organisational and legislative requirements. • Collaborate with internal teams and external stakeholders to coordinate effective, culturally responsive support. • Participate in supervision, coaching, reflective practice, and ongoing professional development to strengthen practice capability.
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

- Knowledge and understanding of Aboriginal cultures and the ACCO environment
- Demonstrated understanding of the Children's Youth and Families Act (2005)
- Demonstrated experience in undertaking case work with families and children who have experienced trauma.
- Experience referring to and collaborating with local service networks and stakeholders.
- Demonstrated ability to deliver culturally safe practice that respects Aboriginal and/or Torres Strait Islander identity, culture, kinship networks, and connection to Community, and actively support self-determination.
- Well-developed interpersonal and communication skills, with a demonstrated capacity to work collaboratively with others.
- Excellent time management skills with the ability to meet deadlines, targets, and key deliverables of the program.
- Ability to prepare briefs, letters, emails and reports using clear, concise and grammatically correct language. Ensure written communications contain necessary information to achieve their purpose.

Education, Training and/or Competencies

- A relevant qualification in Community Services, Social Work, or a related human services field, or working towards such a qualification.
- Demonstrated experience (paid, placement, or volunteer) working with children, young people, and/or families, particularly those experiencing vulnerability or disadvantage.

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 again diphtheria, tetanus, and pertussis (DtP).

EMPLOYEE STATEMENT

I have read, understood, and accepted the above position description of the Restoring Families – Practitioner

EMPLOYEE NAME:

SIGNATURE:

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