

Aboriginal Practice Leader (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	SCHACDS 7
Reports to	Program Manager, Family Safety and Healing	Secondary Report	Director, Families Healing and Response
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 Practice Leader provides specialist practice leadership, cultural expertise and strategic advice to the Loddon Orange Door partnership to strengthen the delivery of culturally safe, responsive and inclusive family violence, child and family wellbeing, and perpetrator intervention services for Aboriginal children, families and Communities.

Applicant must be an Aboriginal and/or Torres Strait Islander person. This is a designated Aboriginal position under Section 12 of the Equal Opportunity Act 2010.

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

- Lead, mentor and develop Hub Practitioners and Team Leaders across the Loddon Orange Door to build their capacity to deliver culturally informed and client centred responses for Aboriginal victim/survivors, children, families and adults using family violence
- Support professional development in partnership with other Practice Leaders across the partnership
- Coordinate reflective practice sessions with the Loddon Orange Door staff, particularly supporting culturally informed practice when working with Aboriginal and/or Torres Strait Islander families, children and young people
- Provide specialised consultations for Aboriginal families experiencing family violence, or seeking additional support with their child/ren and families, as well as Adults Using Family Violence
- Provide the Loddon Orange Door workforce with relevant information, resources, and system access to support safe, effective, and culturally responsive responses to Aboriginal children and families within an integrated practice framework.

	• Share and promote practice knowledge of Aboriginal approaches to holistic healing and whole-of-family practice to support culturally safe and effective service delivery. • Work with local Aboriginal governance groups across the Loddon Campaspe Region to foster connections between Aboriginal Services, the Communities and the Loddon Orange Door • Provide sound specialist family violence and child wellbeing knowledge and guidance for Practitioners working with complex cases • Participate in and contribute to the Aboriginal Practice Lead Statewide network • Maintain accurate, complete, and confidential records of work activities, ensuring compliance with legislative requirements and Victorian Government information management, privacy, and information security policies and standards. • Oversee, monitor, and deliver projects that respond to local community needs, ensuring initiatives are implemented in a culturally safe, effective, and responsive manner, aligned with principles of self-determination and compliant with relevant legislation, government regulations, policies, and guidelines. • Travel regularly to Access Points across the Loddon Campaspe region to provide visible and accessible practice leadership
Response to Family Violence	This position is designated under the Multiagency Risk Assessment and Management framework (MARAM) as: Tier 1 Comprehensive Risk Assessment training and responsibilities
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

- Strong contemporary knowledge and understanding of Aboriginal cultures, Communities, aspirations, and the principles of self-determination.
- Demonstrated understanding of the interdisciplinary and integrated model of the Orange Door
- Demonstrated experience leading culturally safe and responsive service delivery, including fostering collaborative practice within integrated service models and supporting continuous improvement in clinical practice and outcomes for Aboriginal Communities
- A proven understanding of the local service delivery for Aboriginal children and families and Communities across Loddon Campaspe
- Demonstrated highly developed leadership and relationship building skills.
- Ability to work collaboratively and facilitate culturally safe, and responsive services for Aboriginal people within an integrated practice context.
- Demonstrated knowledge and experience working with Aboriginal women, children, families, victim survivors, and people who use violence, within multidisciplinary and multi-agency service environments.
- Exceptional verbal and written communication skills, with the ability to communicate in a culturally safe, respectful, and effective manner with Aboriginal children, families, communities, and multidisciplinary stakeholders.
- Demonstrated understanding of Victoria's specialist family violence and child wellbeing systems, including the Family Violence Multi-Agency Risk Assessment and Management (MARAM) Framework, Information Sharing Schemes, and integrated service delivery principles.
- Ability to apply evidence-informed approaches to support the safety, stability, and wellbeing of Aboriginal children and families.

Education, Training and/or Competencies

Mandatory

- Bachelor of Social Work or equivalent qualification, or willingness to work towards one.

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 Aboriginal Practice Lead.

EMPLOYEE NAME:

SIGNATURE:

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