

Position title	Aboriginal Men's Family Violence Practitioner <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> <i>This is a designated male (gender-specific) role established in accordance with the special measures provisions of the Equal Opportunity Act 2010 (Vic). Applications are therefore sought from male applicants who meet the position requirements."</i>
Position number	P2352
Employment status	Full Time - Ongoing
Service Area	Justice & Community Services
Location	Wyndham Street, Shepparton
Position reports to	Team Leader
Award	Social, Community, Home Care and Disability Services Industry Award 2010
Classification	Social and community services employee – 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

The Aboriginal Men's Family Violence Practitioner provides case management to Aboriginal adult men who use family violence or who are at risk of using family violence.

Case management for men who use violence provides timely and flexible response in the period after an incident of family violence, that aims to:

- Keep men who use violence in view of services and relevant authorities.
- Contribute to a 'safe at home approach'.
- Assist in engagement with programs aimed to stop family violence and specialist services including mental health, alcohol and other drug, and housing services.

KEY SELECTION CRITERIA

Qualifications and Experience

- Relevant qualification in Community Services, Social Work, Psychology, Human Services, Aboriginal Health, Youth Work or a related field; or significant relevant experience working with Aboriginal communities.
- Demonstrated experience working with Aboriginal men, families and communities.
- Experience delivering case management, community support or family violence interventions.
- Knowledge and understanding of the dynamics, impacts and drivers of family violence.

Knowledge and Skills

- Understanding of the impacts of colonisation, intergenerational trauma and systemic disadvantage on Aboriginal individuals, families and communities.
- Demonstrated ability to engage Aboriginal men in respectful and culturally safe ways while maintaining accountability for their use of family violence.
- Understanding of culturally responsive, trauma-informed and healing-centred practice.
- Knowledge of the Victorian family violence system, including MARAM and Information Sharing Schemes.
- Excellent communication, relationship-building and advocacy skills.
- Ability to work independently and as part of a multidisciplinary team.
- Strong report writing and record management skills.

KEY RESPONSIBILITIES

1. Technical Capabilities

Client Support and Intervention

- Conduct intake, assessment, engagement and ongoing case management with Aboriginal men who use family violence.
- Develop case plans that support accountability, behaviour change and improved family relationships.
- Assist clients to identify the impacts of their behaviour on partners, children, family and community.
- Support clients to strengthen cultural identity, connection to Country, community and positive social networks.



Family Violence Risk Assessment and Management

- Undertake family violence risk assessments in line with the Multi-Agency Risk Assessment and Management (MARAM) Framework.
- Assess and respond to risks posed to victim-survivors, children and other family members.
- Develop risk management and safety strategies in collaboration with relevant services and escalate high-risk concerns in accordance with organisational policies and legislative requirements.

Documentation and Reporting

- Maintain accurate and timely case notes, assessments, case plans and reports and ensure information is recorded in accordance with legislative, funding and organisational requirements.
- Contribute to service reporting, data collection and evaluation activities and support continuous improvement and quality assurance processes.

Cultural Practice and Community Engagement

- Provide culturally safe and respectful services that recognise the strengths, resilience and diversity of Aboriginal communities.
- Support healing-centred approaches that acknowledge the ongoing impacts of colonisation, dispossession, intergenerational trauma and systemic disadvantage.
- Build and maintain positive relationships with local Aboriginal communities, Elders, Traditional Owners and community organisations.
- Participate in community engagement activities and cultural events as appropriate.
- Other appropriate and reasonable duties as directed by the Team Leader, 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 confidentiality 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.