

baringgurrak (Therapeutic Day Rehabilitation) Facilitator

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	G4 L1
Reports to	Wellbeing Program Manager	Secondary Report	Director of Community Health & Wellbeing
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 position of baringgurrak Facilitator works collaboratively with Aboriginal and Torres Strait Islander people and community through case management of clients and facilitating the Therapeutic Day Rehabilitation (TDR).

The baringgurrak Facilitator will support the Wellbeing Program Manager in the day-to-day activities and operations including the creation and maintenance of a safe and culturally sensitive environment. They will work alongside consultants and other specialist staff, and lead group-based interventions and assist with the daily client activity schedule. The position will also function as a key worker to a case load of clients during the program.

Improving health outcomes for Aboriginal and Torres Strait Islander people is the priority for BDAC. Within the context of a whole of organisation approach, this position will play a key role in working to our objectives.

Service Delivery Model Target Group

- Men and women suffering an addiction to harmful drugs (illicit & licit) and/or suffering from mental health issues
- Working under a bio-psychosocial model
- Direct one on one engagement
- Reconnecting to land and country
- Group work

The baringgurrak Facilitator will work with willing clients to provide a safe coordinated program where clients will feel supported throughout the treatment and follow up phase of the program.

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	- Engage suitable clients, including conducting complementary client assessments, to develop mutually agreed individual treatment plans (ITPs) and referrals as appropriate. - Assess the suitability of clients referred to the program and facilitate the intake and assessment process in collaboration with internal and external service providers. - Use best practice principles in clinical work. - Work with clients to develop, implement and review their individual treatment goals. - Collaborate with existing service providers and facilitate referrals to other services. - Contribute to the development and implementation of program modules (developmental and life skills groups and activities) ensuring activities are planned in advance, materials are prepared in a timely fashion, groups are conducted and being actively involved in the organisation and implementation of the schedule. - Participate in treatment team reviews, case reviews and other relevant meetings. - Support the work of the baringgurrak co-ordinator. - Ensure that the group-based program is planned and delivered in a timely, efficient and effective way. - Collect and record client information. - Facilitate a range of therapeutic and psycho-educational groups, including group interventions for families and significant others. - Participate in 'housekeeping' activities that support the day-to-day operation of the program. - Contribute to the development, implementation, day-to-day operation and maintenance of a safe and supportive therapeutic environment. - Work within a multi-disciplinary team environment by sharing information, supporting colleagues, and respecting different skills
Response to Family Violence	This position is designated under the Multiagency Risk Assessment and Management framework (MARAM) as: Tier 3 Intermediate 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.
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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

- Builds trust and engages Aboriginal and Torres Strait Islander clients in a culturally safe and respectful way.
- Conducts client assessments, plans care with clients and supports follow-through with regular review.
- Understands trauma, culture, family, and community impacts.
- Assesses client suitability and coordinates intake, including working with other services.
- Uses sound, evidence-based approaches and makes clear, supportive decisions
- Delivers individual and group work, including life skills, wellbeing, and family programs.
- Actively contributes to team meetings, case reviews, and shared planning.
- Supports program delivery and improvement, and shares information appropriately.
- Responds calmly and safely to risks or issues.
- Works respectfully with diverse people and remains open to feedback and improvement.
- Maintains accurate, timely records and protects privacy.
- Uses data to track progress and improve services.

Preferred/ desired Education, Training and/or Competencies

Mandatory

- A relevant tertiary qualification or experience in the social welfare related field and experience working in sector.

Preferred/ desired

- Previous experience working with Aboriginal and/or Torres Strait Islander community members or in an Aboriginal organisation.
- A relevant tertiary qualification or experience in the social welfare related field and experience working in sector.

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 baringgurak (Therapeutic Day Rehabilitation) Facilitator

EMPLOYEE NAME:

SIGNATURE:

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