


Aboriginal Youth Justice Worker (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	Grade 4 Level 1
Reports to	Program Manager, Family Journeys	Secondary Report	Director of Families, Healing & Response
Additional Benefits	Access to Salary Packaging		

ORGANISATIONAL CONTEXT	
 <p>VACCHO member organisations</p>	<p>Bendigo & District Aboriginal Cooperative (BDAC) is an ACCO (Aboriginal Community Controlled Organisation) registered as a member under the umbrella of VACCHO (Victorian Aboriginal Community Controlled Health Organisation) and represented nationally through NACCHO (National Aboriginal Community</p> 
<p>Controlled Health Organisation).</p> <p>BDAC was founded to represent and provide services to Aboriginal and Torres Strait Islander people living on Djaara Country.</p> <p>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 people.</p>	

LOCAL WORK ENVIRONMENT
<p>Bendigo and District Aboriginal Co-operative 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.</p>

POSITION OBJECTIVE
<p>This is a meaningful opportunity for an Aboriginal &/or Torres Strait Islander person to support young people at risk of, or involved in, the justice system.</p> <p>Working within BDAC's Youth Pathways team, you'll provide culturally safe, strengths-based support to help young people reconnect with family, culture and community, and build positive futures for young mob.</p>

The role focuses on promoting social inclusion and creating real alternatives to offending through education, training, activities, and community support. You'll work closely with families, and services to ensure a holistic, culturally appropriate approach.

You'll also help strengthen BDAC's ability to support young mob by working alongside a small, dedicated team of experienced youth workers.

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 direct support to Aboriginal &/or Torres Strait Islander young people to help them build strong connections to culture, community, and positive pathways.
- Work closely with Youth Justice case managers to provide culturally safe support to Aboriginal young people and their families.
- Complete Aboriginal Cultural Support Plans with young people involved in Youth Justice.
- Identify and support Aboriginal young people at risk of entering the justice system, with a focus on cultural connection and community engagement.
- Collaborate with schools, Victoria Police, and other partners (e.g. RAJACs) to design and deliver programs that support early intervention and diversion.
- Strengthen relationships between Youth Justice services and the local Aboriginal community, including connections with Elders, leaders, and culturally appropriate services.
- Prepare reports for BDAC management, the Department of Justice, and other stakeholders as required.
- Keep accurate case notes and records in line with both BDAC and funding body requirements.

<p>General Responsibilities</p>	<ul style="list-style-type: none"> • 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

- A strong connection to and understanding of the local Aboriginal community, including cultural values and the impacts of intergenerational trauma.
- A genuine interest in working with Aboriginal &/or Torres Strait Islander young people, with the ability to build trust and meaningful relationships.
- Willingness to engage with families, Elders and community members in a respectful and culturally appropriate way.
- Experience &/or interest in learning how to support young people who are at risk of, or involved in, the justice system.
- Willingness to support young people in challenging situations, including in court or other formal settings, with guidance and supervision as needed.
- A basic understanding (or willingness to learn) about the Youth Justice system, relevant policies, and the role of cultural connection in supporting young people.
- Awareness of the importance of cultural support planning and how identity and connection to community can support a young person's wellbeing.
- Basic computer and writing skills, with the ability to complete case notes, reports, and maintain client records.
- Good time management and organisational skills, with the ability to balance tasks and ask for support when needed.
- Some knowledge of local services and referral pathways, or a willingness to develop this knowledge on the job.

Education, Training and/or Competencies.

Mandatory

- A minimum Certificate III in Community Services, Youth Work (or currently working towards completion).

Preferred/ desired

- Previous experience working with Aboriginal and/or Torres Strait Islander community members or in an Aboriginal organisation (preferred)

CONDITIONS OF EMPLOYMENT

- Must pass a Criminal Police Record Check.
- Must pass and provide copy of Working with Children's Check (*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; and
- 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 Youth Justice Worker*.

EMPLOYEE NAME:

SIGNATURE:

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