

**Aboriginal Men’s Hub Practitioner – The Orange Door
(Identified Position)**

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 5
Reports to	Aboriginal Response Team Leader	Secondary Report	Program Manager, Family Safety and Healing
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 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

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.

POSITION OBJECTIVE

The Orange Door is the access point for adults, children and young people who have experienced or are currently experiencing family violence and/or families who need extra support with the wellbeing and development of children.

The Orange Door provides intake, assessment and referral pathways into family violence and/or family services and other programs.

BDAC's Orange Door Aboriginal Response Team (ART) provides culturally safe, client centred, trauma informed, and holistic care to Aboriginal and/or Torres Strait Islander community members accessing the Orange Door.

The Aboriginal Men's Hub Practitioner will work alongside of Aboriginal and/or Torres Strait Islander men and younger males, as well as fathers of Aboriginal children who are referred to the Orange Door for support around family violence and child wellbeing.

The Aboriginal Men's Hub Practitioner will work to support men to engage with ongoing services, including working collaboratively to transition men into programs that are run by BDAC, including but not limited to the Men's Practitioners in the Family Safety and Healing programs, as well as Family Services, AOD and Social and Emotional Wellbeing.

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 and responsive support to Aboriginal and/or Torres Strait Islander young men and fathers/carers of Aboriginal and/or Torres Strait Islander children
- Work directly with the Men's Practitioners in the BDAC Family Safety and Healing programs to promote effective transition from the Orange Door to ongoing support for people who use violence (PUV)
- Mentor and develop Hub Staff working alongside of Aboriginal and/or Torres Strait Islander men and young males
- Provide Practitioners with relevant information and access to systems, to support safe and effective responses to Aboriginal and/or Torres Strait Islander children and families as part of an integrated approach
- Manage a caseload of complex and/or sensitive cases
- Share practice knowledge and approaches to support holistic healing for Aboriginal and/or Torres Strait Islander men and young males

	<ul style="list-style-type: none"> • Model integrated practice approaches and behaviours integral to ethical clinical practice working with Aboriginal and/or Torres Strait Islander children and families • Liaise with organisations and services within the Hub network in order to improve direct service issues for Aboriginal and/or Torres Strait Islander people accessing services through the Hub. • Keep accurate and complete records of work activities in accordance with legislative requirements and the Victoria Governments information security and privacy policies and requirements • Work with Aboriginal and/or Torres Strait Islander men and young males to ensure that their cultural needs are identified and embedded into practice • Provide confidential client support and referral pathways for Aboriginal and/or Torres Strait Islander families to improve the safety, stability and outcomes for children • Participate in all training, supervision and consultation activities • Provide specialist consultation within the team and broader services system in relation to complex family needs
<p>Response to Family Violence</p>	<p>This position is designated under the Multiagency Risk Assessment and Management framework (MARAM) as: Tier 1 Comprehensive Risk Assessment training and responsibilities</p>
<p>General Responsibilities</p>	<ul style="list-style-type: none"> • Model and abide by BDAC Values, Code of Conduct, Policy, and Procedures. • Participate actively in and facilitate supervision and professional development activities. • Ensure that you participate in team meetings, staff meetings and other community activities as requested. • Ensure that you adhere to legislative requirements. • Ensure that you report any risks identified immediately to your line manager. • Participate within the team to ensure performance against expectations including performance management and staff development, in accordance with BDAC's policies and procedures. • Ensure that all staff are provided with and operate in a safe environment in accordance with BDAC'S OHS policies and procedures. • Participate in Continuous Quality Improvement (CQI) activities.

COMMITMENT TO SAFETY

- All children 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, and abiding by the Child Safe Standards.
- BDAC is committed to the health and wellbeing of its employees and stakeholders.
- BDAC has a zero tolerance to all forms of violence.

KEY SELECTION CRITERIA

- Knowledge and understanding of Aboriginal cultures and the ACCO environment
- An understanding of working with Aboriginal and/or Torres Strait Islander men, and the challenges they may face within the service system
- Strong analytical, organisational and coordinating skills. Effectiveness in developing tasks and managing resources to achieve targets within set timeframes.
- A dedication to working collaboratively as a member of the Orange Door Aboriginal Response Team, and as a BDAC representative in the Hub.
- Strong computer skills, ability to use a range of software and IT based reporting systems
- Well-developed interpersonal and communication skills, with a demonstrated capacity to work collaboratively with others.
- Demonstrated experience referring to and collaborating with local service networks
- Demonstrated experience in understanding complex case work and applying a cultural lens with Aboriginal and/or Torres Strait Islander families and children who have experienced trauma, preferably in the context of Family Violence
- 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
- Excellent time management skills with the ability to meet deadlines, targets and key deliverables of the program

Education, Training and/or Competencies.

Mandatory

- Bachelor Qualification of Social Work or equivalent qualification in line with family violence specialist mandatory qualifications or Community Services qualification, with extensive relevant work experience.

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 Men’s Hub Practitioner.

EMPLOYEE NAME:

SIGNATURE:

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