

Integrated Family Services Practitioner

EMPLOYMENT STATUES

Status	Full Time	Award	SCHADS
Hours per week	38hrs	Classification	Grade 4
Length of Term	12 months	Salary	As per award
Reports to	Team Leader	Additional Benefits	Access to Salary Packaging
Secondary Report	Program Manager	PD Review Date	12 months

ORGANISATIONAL CONTEXT



The 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).



BDAC was founded to represent and provide services to the Dja Dja Wurrung community (Jaara people) and Aboriginal residents living in the Dja Dja Wurrung boundaries. BDAC has a responsibility to ensure growth of services, development of our Aboriginal community, better and improved health outcomes for our people, improved quality of life and be a lead agency in providing employment and career pathways for Aboriginal people.

LOCAL WORK ENVIRONMENT

Bendigo and District Aboriginal Co-operative provides a range of specialist services for clients based primarily in the Dja Dja Wurrung including Health and Wellbeing services, Family and Community Services and Corporate services.

POSITION OBJECTIVE

The aim of Family Services is to promote the safety, stability and development of vulnerable children, young people and their families, and to build capacity and resilience for children, families and communities.

Utilising a strength-based case management approach, the Integrated Family Services practitioner will work with vulnerable families where the child/children's development may be affected by the experience of risk factors and/or cumulative harm.

The practitioner will support families who are at risk of concerns escalating and becoming involved with Child Protection if problems are not addressed. The intention is to provide services to the target group earlier, to protect children and young people and improve family functioning.

BDAC'S VISION AND CORE VALUES

"Empowered generations belonging to strong families, culture and community"

<u>LEAD</u>	We are committed to lead as an individual, team and organisation in order to achieve positive health and wellbeing outcomes for our community.
<u>OPENNESS</u>	We will be accountable and remain transparent in the delivery of our service to clients, visitors and staff.
<u>RESPECT</u>	We treat one another with honesty, integrity, respect and value everyone's opinion and feedback.
<u>EXCELLENCE</u>	We strive for excellence in our programs and services so that we can support positive health and wellbeing outcomes for our community.

KEY POSITION RESPONSIBILITIES

Primary Responsibilities	<ul style="list-style-type: none"> Identify and work cooperatively with support services that could be engaged to support Families (e.g. Family Violence services, Child protection, ChildFIRST, Anglicare, Drug and Alcohol Services, Maternal and Child Health, education providers, mental health support) Provide assertive outreach to clients, working intensively with families to strengthen family relationships and address issues contributing to family disconnection and risk Conduct family assessments, identifying risks and goals, resourcing families to clarify and develop goals to address the issues that concern them Work with the family – often in their home - to facilitate access to a wide range of supports and specialist services as required
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	<ul style="list-style-type: none"> • Undertake intense casework practice and management of complex cases/tasks to ensure that resources are in place to meet the family's goals • With support from Program Manager, identify appropriate use of brokerage funds to facilitate achievement of goals • Support guidance and planning to individuals regarding the use and effects of alcohol and drugs, behavioural issues, family violence and safety • Ensure comprehensive file management, including case notes and reporting as required • Maintain a professional and responsible approach to duties and clients and maintain strict confidentiality guidelines regarding all clients, conversations and referrals.
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	<ul style="list-style-type: none"> • Provide appropriate referrals to the family to other BDAC programs and services. • Attend Allocation meetings to receive Aboriginal Child first referrals • Other duties as required.
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Administration & Compliance	<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.
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COMMITMENT TO SAFETY

	<ul style="list-style-type: none"> • 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 Safety Principles; • BDAC is committed to the health and wellbeing of its employees and stakeholders; • BDAC has a zero tolerance to all forms of violence.
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KEY SELECTION CRITERIA

- Demonstrated experience in client case management
- Understanding of an Aboriginal Community Controlled Health Organisation (ACCHO) environment and the local Aboriginal Community.
- Demonstrated negotiation and advocacy skills in working with Aboriginal families and children.
- An ability to manage stressful situations in a team environment.
- Qualification in a Community Services discipline or equivalent (Cert III Minimum)

Preferred / Desired Education, Training and/or Competencies

- Qualification in a Community Services discipline or equivalent (Cert III Minimum) • Degree in Social Work

CONDITIONS OF EMPLOYMENT

- Must pass a Criminal Police Record Check;
- Must pass & provide copy of Working with Children's Check;
- 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.

EMPLOYEE STATEMENT

I have read, understood and accepted the above position description of the integrated family services practitioner.

EMPLOYEE NAME:

SIGNATURE:

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