

## Integrated Family Services Practitioner

EMPLOYMENT STATUSES			
<b>Role type</b>	Full Time	<b>Award</b>	SCHADS
<b>Hours per week</b>	38hrs	<b>Classification</b>	Grade 4
<b>Length of Term</b>	12 months	<b>Salary</b>	As per award
<b>Reports to</b>	Team Leader	<b>Additional Benefits</b>	Access to Salary Packaging
<b>Secondary Report</b>	Program Manager	<b>PD Review Date</b>	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 (DJaara people) and Aboriginal and Torres Strait Islander residents living on Dja Dja Wurrung Country.

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 Community living on Dja Dja Wurrung Country including a Medical Clinic, Health and Wellbeing services and Family and Community Services. BDAC is located in Bendigo, Victoria.

## 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 program works with vulnerable families where the child/children's development may be affected by the experience of risk factors and/or cumulative harm.

The Integrated Family Services Practitioner work with the intension to provide support to families in identifying support pathways and key transition points that focus on earlier intervention, prevention and diversion.

### 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**

The Integrated Family Services Practitioner will engage with Aboriginal and/or Torres Strait Islander families in a culturally safe and competent way.

- Demonstrate ability to work with Aboriginal and/or Torres Strait Islander children, young people, and families with complex trauma needs.
- Have sound understanding of the history of colonisation and resulting impacts on Aboriginal and/or Torres Strait Islander families.
- Work with families to ensure their cultural needs are identified early and embedded in practice.
- Identify and work collaboratively with support services that could be engaged to support Families (e.g. Family Violence services, Child protection, The Orange Door, Anglicare, Drug and Alcohol Services, Maternal and Child Health, education providers, mental health support etc.)
- Implement a holistic case planning model using cultural and evidence informed practice to conduct family assessments, identifying risks and goals and resourcing families to clarify and develop goals to address concern.
- Maintain clear and concise documentation of case progression and implementation of evidence-based interventions.
- Work with families, often in their home to facilitate access to a wide range of supports and specialist services as required.
- With support from the Team Leader, identify appropriate use of brokerage funds to facilitate achievement of goals.
- Participate in all training, supervision, and consultation activities.
- Build strong relationships with community stakeholders and other culturally appropriate organisations.

<p><b>General Responsibilities</b></p>	<ul style="list-style-type: none"> <li>• Model and abide by BDAC Values, Code of Conduct, Policy and Procedures.</li> <li>• Participate actively in and facilitate supervision and professional development activities.</li> <li>• Ensure that you participate in team meetings, staff meetings and other community activities as requested.</li> <li>• Ensure that you adhere to legislative requirements.</li> <li>• Ensure that you report any risks identified immediately to your line manager.</li> <li>• Participate within the team to ensure performance against expectations including performance management and staff development, in accordance with BDAC's policies and procedures.</li> <li>• Ensure that all staff are provided with and operate in a safe environment in accordance with BDAC'S OHS policies and procedures.</li> <li>• Participate in Continuous Quality Improvement (CQI) activities.</li> </ul>
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### 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
- Demonstrated understanding of the Children's Youth and Families Act (2005)
- Demonstrated experience in undertaking case work with families and children who have experienced trauma.
- Demonstrated experience referring to and collaborating with local service networks
- Demonstrated understanding of cultural safety
- Well-developed interpersonal and communication skills, with a demonstrated capacity to work collaboratively with others.
- Excellent time management skills with the ability to meet deadlines, targets, and key deliverables of the program.
- 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.

### Mandatory Education, Training and/or Competencies

- Recognised Social Work degree or a similar welfare or behavioural related degree which includes; a) a primary focus on child development, human behaviour, family dynamics and/or impacts of trauma; and preferably, b) practical component such as counselling or case work practice
- or
- Recognised Diploma of Community Services Work, or similar qualification which is studied over a minimum of two academic years of full-time study (or part time equivalent) and includes: a) a primary focus on child development, human behaviour, family dynamics and/or impacts of trauma, b) supervised fieldwork placements (ideally completed within the child and family welfare sector) and at least one unit of study in case management, case work practice or counselling

### 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; and
- Must be fully vaccinated against COVID-19 and provide proof.

### EMPLOYEE STATEMENT

**I have read, understood and accepted the above position description of the Wurrekangek (Aboriginal Family Preservation & Reunification) Response Practitioner.**

**EMPLOYEE NAME:** .....

**SIGNATURE:** .....

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