

**Family Worker
Loddon Care Hub**

EMPLOYMENT DETAILS			
Role type	Full time	Award	SCHADS
Hours per week	38hrs	Classification	4
Length of Term	Fixed term	Salary	As per award
Reports to	Team Leader / Cultural Support Worker	Additional Benefits	Access to Salary Packaging
Secondary Report	Program Manager, Family Journeys	PD Last Review Date	12 months

ORGANISATIONAL CONTEXT



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 Aboriginal and Torres Strait Islander people living on Djaara Country.

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.

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 Loddon is funded by the Department of Families, Fairness and Housing.
The Loddon Care Hub is led by Anglicare Victoria and is a consortia arrangement in partnership with BDAC, amongst other agencies within the Loddon region. The program aims to support reunification and/or stabilising placements.

The model brings together placement options, family services and outreach support to minimise the time a child or young person spends in care, and maximise the likelihood of successful reunification with family, by coordinating and enhancing:

- Placement options (foster and residential care);
- Therapeutic and cultural support;
- Family work and outreach support;
- Mental health and alcohol and other drugs support.

The Aboriginal Family Worker will provide early assessment, planning and wrap around supports alongside an integrated team (formed from a consortium of organisations) for parents and carers of children and young people who are first time entrants into care.

The aim of the Aboriginal Family Worker is to provide intensive supports to Aboriginal and/or Torres Strait Islander families to maintain children safely at home through holistic and family strengthening case planning.

The Care Hub program will be led by Anglicare Victoria in partnership with BDAC and be delivered by a consortium of partners with resources, experience, and expertise.

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	<ul style="list-style-type: none"> • The Aboriginal Family Worker, Loddon Care Hub will engage with Aboriginal and/or Torres Strait Islander families in a culturally safe and competent way. This includes engaging in regular consultation with the programs, Team Leader/Cultural Support Worker. • Demonstrated ability to work with Aboriginal families with complex trauma needs • Undertake regular risk and needs assessments and case management; utilising the Best Interest Framework and other contemporary frameworks and theories; across the Dja Dja Wurrung area. Focusing on the safety, stability and wellbeing of children and young people in their family home.
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	<ul style="list-style-type: none"> • Actively engage (including outreach visits) Aboriginal and/or Torres Strait Islander families, including those who may be resistant, by being flexible, responsive, strengths-focused and creative. • Make an active commitment to the development and maintenance of a learning environment and cohesive multi-disciplinary team across the consortium; through staff meetings, team meetings, staff development, supervision and reflective practice • Work within a collaborative care team approach with external agencies and other relevant stakeholders, including Child Protection to promote the best outcomes for the client. • Fulfil the program obligation regarding case load requirements, targets, case recording, statistics and other data collection. • The willingness to adhere to program guidelines and/or funding expectations, including the delivery of flexible service hours [outside normal business hours] where required. • Other duties as requested by the Team Leader / Cultural Support Worker or Program Manager.
<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	
<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 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	
<ul style="list-style-type: none"> • Knowledge and understanding of Aboriginal Culture 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 ability to conduct comprehensive safety and wellbeing assessments and work within the Best Interest Principles as outlined within the Children, Youth and Families Act 2005
- Sound understanding of the Child Protection and welfare system, and experience in collaboration with a range of professionals in a care team approach.
- Demonstrated experience referring to and collaborating with local service networks.
- Excellent time management skills with the ability to meet deadlines, targets and key deliverables of the program
- Strong computer skills, Ability to use a range of software and IT based reporting systems.
- Ability to prepare plans, letters, emails and reports using clear, concise and grammatically correct language. Ensure written communications contain necessary information to achieve their purpose

Preferred / Desired / Mandatory Education, Training and/or Competencies.

- A 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) a practical component such as counselling or case work practice

or

- A 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 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 and kindergarten 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 Family Worker, Loddon Care Hub.

EMPLOYEE NAME:

SIGNATURE:

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