

### Aboriginal Community Worker (Identified)

| EMPLOYMENT DETAILS         |                                      |                           |   |
|----------------------------|--------------------------------------|---------------------------|---|
| <b>Role type</b>           | Ongoing                              | <b>Award</b>              | Social, Community, Home Care and Disability Services Industry Award 2010 (SCHADS) |
| <b>Hours per week</b>      | Full time                            | <b>Pay Classification</b> | Level 4 Grade 1   |
| <b>Reports to</b>          | LCH Team Leader/<br>Cultural Advisor | <b>Secondary Report</b>   | Family Journeys<br>Program Manager  |
| <b>Additional Benefits</b> | Access to Salary Packaging           |                           |   |

## 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 provide 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

This is an exciting opportunity for Aboriginal and/or Torres Strait Islander people to work with mob, as part of an Aboriginal-led team within the BDAC Family Journeys program. The role sits in strong partnership with the Loddon Care Hub, working collaboratively to support families, children, and young people living on Djaara Country.

Reporting to the Team Leader, the Community Worker will deliver culturally safe, responsive, and quality interventions and support services to Aboriginal and/or Torres Strait Islander families experiencing vulnerability. The role places a strong focus on the safety, wellbeing, and development of children and young people.

Key responsibilities include supporting children and young people to strengthen their connections to culture, community, and country; enhancing life skills; and promoting ongoing engagement in education, training, or employment pathways. This role is grounded in self-determination and community connection, making it a unique and meaningful opportunity to walk alongside mob on their journey.

### 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

- Walk alongside families to understand their needs and support them in keeping their kids safe, strong, and connected at home and in community.
- Support families to build strong connections helping parents and carers feel more confident, connected to community, and supported in raising strong, healthy kids.
- Check in regularly with families (including home visits), building trust and yarning in a way that's flexible, respectful, and focused on strengths.
- Spend time with children & young people and really listen to them making sure their voices are heard and included in decisions that affect their lives
- Collaborate with the broader team at the Loddon Care Hub, work alongside the other services, share knowledge, and join in regular catch ups, training, and yarns so we can learn from each other and support families in the best way possible.
- Build strong relationships with other services (like Child Protection, health services and schools) to make sure families get the best support and outcomes.
- Keep things on track which includes keeping records, meeting targets, and helping the team meet program goals and objectives.

|                                 |  |
|---------------------------------|--|
|                                 | <ul style="list-style-type: none"> <li>Be part of a deadly team supporting each other to make sure the whole team is strong and successful, stepping up when needed to keep things moving forward for the young people &amp; families we work with.</li> </ul>   |
| <b>General Responsibilities</b> | <ul style="list-style-type: none"> <li>Uphold BDAC's Values, Code of Conduct, and all relevant policies and procedures.</li> <li>Engage in supervision, professional development, and continuous quality improvement (CQI) activities.</li> <li>Attend team meetings, staff meetings, and community events as required.</li> <li>Comply with legislative and regulatory obligations.</li> <li>Identify and report risks promptly to your line manager, including completing incident reports via LogiqcQMS.</li> <li>Collaborate effectively within a team to meet performance and development goals in line with BDAC's program requirements.</li> <li>Follow reasonable directions from BDAC management.</li> <li>Maintain a safe work environment in accordance with BDAC's Occupational Health and Safety (OHS) policies.</li> </ul> |

### 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

- Identify as Aboriginal and/or Torres Strait Islander.
- Good understanding of Aboriginal culture and community and how Aboriginal organisations (like BDAC) work.
- Knowledge of the laws that support kids and families especially the Children, Youth and Families Act 2005 (or a willingness to learn).
- Able to stand strong and support mob who've been through tough times or experienced trauma, while also looking after your own wellbeing.
- Confident in checking in with young mob and doing risk assessments to help keep them safe, strong, and supported.
- Understanding of the Child Protection system and able to work well with others as part of a care team.
- Good communication skills and able to yarn with people, write case notes, and manage your time well.
- Comfortable using computers and able to learn new systems for keeping records and reporting.

- Able to write clearly and professionally including case plans, emails, and reports that are easy to understand and achieve their purpose.

### Education, Training and/or Competencies.

#### Preferred/ desired

- A Diploma in Community Services (or a similar course), covering areas like child development, family dynamics, or trauma, and includes hands-on work placements ideally with children and families.

#### OR

- Relevant experience working with Aboriginal children, young people, and families especially in community, support, or case work roles where you've built trust, supported people through tough times, and worked alongside other services.

### 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 against diphtheria, tetanus, and pertussis (DtP).

### EMPLOYEE STATEMENT

**I have read, understood, and accepted the above position description of the *Aboriginal Community Worker (LCH)*.**

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

**SIGNATURE:** .....

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