

**Loddon Care Hub
Team Leader / Cultural Support Worker
(Identified position)**

EMPLOYMENT DETAILS			
Role type	Full time	Award	SCHADS
Hours per week	38hrs	Classification	Grade 6
Length of Term	Fixed Term	Salary	As per award
Reports to	Program Manager, Family Journeys	Additional Benefits	Access to Salary Packaging
Secondary Report	Director, Families, healing and Response	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 Care Hub is funded by 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 Team Leader / Cultural Support Worker will work with children or young people to connect to their family, community and culture.

They will assess the cultural needs and strengths of the child or young person and their family and how they can contribute to the case plan. They will also support the care team to work with the child or young person in accordance with the cultural support plan.

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

- Recruitment and management of the BDAC Loddon Care Hub Team
- Lead responsibility for providing cultural advice and advocacy to members of the consortia, in their delivery of services to children, youth and families.
- Participate in the client selection and intake and compliance processes.
- Work collaboratively with DFFH Child Protection and Placement Coordination Unit and members of the consortium.
- To work in conjunction with Anglicare Victoria Program Manager and Team Leaders to plan and implement responses in relation to sector and service developments.
- Develop and maintain a working relationship with all Loddon Care Hub key stakeholders and program partners.
- Provide sound cultural advice and guidance to Loddon Care Hub program staff both internally and externally through formal and informal mechanisms
- Work with the child or young person and their family to improve connections to community and culture.

	<ul style="list-style-type: none"> • Assesses the cultural needs and strengths of the child or young person and their family and contributes to the consolidated assessment and plan • Support the care team to work with the child or young person in accordance with the cultural support plan. • Provide regular feedback to management regarding successes and challenges and opportunities to improve service provision within a cultural context. • Actively promote BDAC's existing programs and services to other stakeholders including referral pathways • The willingness to adhere to program guidelines and/or funding expectations, including the delivery of flexible service hours [outside normal business hours] where required. • Liaise with Anglicare's Team Leader regarding brokerage & program expenditure. • Conduct monthly individual supervision to the BDAC Loddon Care Hub team • Manage and report data on clinical outcomes and program practices
<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"> • Identify as Aboriginal and/or Torres Strait Islander. • Ability to develop, plan, review and evaluate a local cultural safety training program for Family Preservation & Reunification Services, programs, and program partners. 	

- Experience in delivering workshop style training to all cohorts of people (including Aboriginal people)
 - Experience in Data Collection and Evaluation, Report Writing and intermediate computer skills
 - Excellent interpersonal and communication skills
 - Understanding of the local Aboriginal Community
 - Ability to work independently
 - Experience in stakeholder engagement with Family services
 - Knowledge and experience of BDAC's programs and services to the local community
 - Demonstrated understanding of the Children's, Youth and Families Act 2005.
- Strong computer skills, Ability to use a range of software and IT based reporting systems

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

- A relevant tertiary qualification in Social Work, Psychology, Early Childhood Specialist and / or Community Services or related behavioral sciences at a degree level or associated diploma level with substantial experience in the relevant service stream.

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 Loddon Care Hub Team Leader/Cultural Support Worker

EMPLOYEE NAME:

SIGNATURE:

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