



Aboriginal Hub Practitioner (Identified Position)

EMPLOYMENT STATUSES

Status	Full time	Award	SCHADS
Hours per week	38	Classification	Grade 5
Length of Term	12 Months	Salary	As per award
Reports to	Aboriginal Response Team Leader	Additional Benefits	Access to Salary Packaging
Secondary Report	Family Safety 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).



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.

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.



POSITION OBJECTIVE

This role is an identified position, only Aboriginal and/or Torres Strait Islander applicants may apply.

The Aboriginal Hub Worker works with families, individuals and children who are referred to the Loddon Orange Door. The work is short term crisis support, assessment, planning and referral work. The Orange Door is a fast paced environment and we require a highly motivated Aboriginal or Torres Strait Islander to join and compliment our team.

The Aboriginal Hub Worker is a new opportunity for a candidate to join the Aboriginal Response Team at Loddon Orange Door, within the BDAC Family Safety and Healing Program, providing culturally safe case support to Aboriginal and Torres Strait Islander service users and their families.

The Aboriginal Hub Worker, as an entry level position, will be provided with support from the Aboriginal Response Team Leader and Aboriginal Hub Practitioners to develop strong skills to work within the Family Violence Sector.

KEY POSITION RESPONSIBILITIES

Primary Responsibilities

1. Providing culturally safe and responsive support to Aboriginal children, women and men by:
 - (a) Engaging with and supporting individuals and families who are referred to or self-refer to The Loddon Orange Door.
 - (b) Developing meaningful risk assessments regarding Family Violence or Child Wellbeing needs, a
 - (b) Managing a caseload, addressing the immediate needs of clients and identifying ongoing needs for referral to ongoing services.
 - (c) Operating with autonomy and accountability in supporting Aboriginal children, women and men.
 2. Working with a team to build the cultural safety of the Hub and supporting choice and self-determination of Aboriginal people.
 3. Keep accurate and complete records of your work activities in accordance with legislative requirements and the Victoria Government's, information security and privacy policies and requirements.
- Other Duties
- Other duties as directed by the Team Leader and consistent with the overall goals and responsibilities of this position

Administration & Compliance

- Model and abide by BDAC Values, Code of Conduct and 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

- 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.

KEY SELECTION CRITERIA

- An interest in providing in family violence risk assessment and safety planning for adults, children and families impacted by family violence and child wellbeing concerns.
- Knowledge and understanding of Aboriginal Culture and the ACCHO environment. A commitment to providing culturally safe service to Community members and continuing to develop your understanding of the experiences of Aboriginal people, specifically the direct relationship between colonisation and intergenerational trauma.
- Positive and active interest in gaining specialised experience and pursuing training the area of family violence and child wellbeing support.
- A commitment to working within a team environment, participating in team meetings, supervision and planning as well as co-working with other BDAC, partner agency and Family Safety Victoria (FSV) workers to best support individuals and their families.
- Strong computer skills, ability to use a range of software and IT based reporting systems
- Initiative, creativity, and an ability remain motivated when working autonomously.

Preferred / Desired Education, Training and/or Competencies

- A Community Services qualification, and/or relevant work experience would be highly regarded. If not, an interest in pursuing further qualifications with BDAC support will be preferred.
- Professional comprehensive training in MARAM, or a willingness to complete similar training would be highly regarded.

FURTHER INFORMATION ON THE ORANGE DOOR SERVICE MODEL



Role of The Orange Door

The Orange Door delivers a fundamental change to the way we work with women, children and families, and men. The role of The Orange Door is to provide:

- a more visible contact point so that people know where to go for specialist support
- help for people to identify family violence and child and family safety and wellbeing issues
- advice based on contemporary risk assessment tools and guidance and best available information
- specialist support and tailored advice for victims, families and children, and perpetrators
- a strong focus on perpetrator accountability
- connection and coordination of access to support
- an approach across the spectrum of prevention, early intervention and response
- a system-wide view of service capacity, client experience and outcomes.

The Orange Door supports the agency of women, children and families, to ensure that the services they receive meet their needs and their goals.

The Orange Door Team

The Orange Door brings together different workforces and practices to create an integrated The Orange Door team and a consolidated intake point in each The Orange Door area to create a new way of support for:

- women, children, young people and families experiencing family violence
- perpetrators of family violence
- families in need of support with the care, development and well-being of children.

This is achieved by drawing on the expertise of CSOs and bringing together workers from organisations that currently:

- receive police referrals for women who are victims of family violence
- receive police referrals for perpetrators of family violence (known as 'Enhanced Intake Services')
- receive child wellbeing referrals
- provide the Child FIRST service
- deliver other relevant services as appropriate, such as those delivered by Aboriginal services.

The Orange Door Team includes a mix of staff employed by FSV and staff employed by CSOs, Aboriginal services and DHHS.

The Aboriginal Hub Practitioner will be part of two teams – The Orange Door Team and the BDAC Family Safety Program.

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;
- If the position is for a role specifically to provide disability services (or work that involves regular direct contact with or access to a person with a disability), BDAC will check the prospective employee against the Disability Worker Exclusion List.

EMPLOYEE STATEMENT



BDAC

BENDIGO & DISTRICT
ABORIGINAL CO-OPERATIVE

Position Description

**I have read, understood and accepted the above position description of the
Aboriginal Hub Worker**

EMPLOYEE NAME:

SIGNATURE:

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