



Family Connector

EMPLOYMENT DETAILS			
Role type	Fixed Term	Award	Social, Community, Home Care and Disability Services Industry Award 2010 (SCHADS)
Hours per week	Full time	Pay Classification	SCAHDS 5.3
Reports to	Aboriginal Children in Aboriginal Care Program Manager	Secondary Report	Director of Child Safety and Cultural Support
Additional Benefits	Access to Salary Packaging		

ORGANISATIONAL CONTEXT	
	<p>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).</p> <p>BDAC was founded to represent and provide services to Aboriginal and Torres Strait Islander people living on Djaara Country.</p>  <p>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.</p>

LOCAL WORK ENVIRONMENT
<p>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.</p>

POSITION OBJECTIVE
<p>This identified role will further develop the essential cultural service element within the Aboriginal Children in Aboriginal Care (ACAC) model at BDAC. The role will involve engaging families, finding and activating family support networks as well as negotiating with families where there are significant concerns for the safety and wellbeing of children and young people.</p>

The Family Connector will address identified barriers to Aboriginal family connection for Aboriginal children on Child Protection orders. The Family Connector will contribute to identifying and establishing ways of better connecting families that have been subject to the effects of colonisation for Aboriginal peoples and support healing for those families.

The role will play a vital role in ensuring Aboriginal children in out-of-home care remain connected to their roots, family, and community. This connection will strengthen children and families cultural identity, emotional wellbeing, and sense of belonging.

The Family Connector will support ACAC practitioners within BDAC to follow a model of family connecting that is culturally safe and effective. The practitioner would collaborate with other specialise organisation (such as VACCA and Anglicare Victoria) and interstate ACCOs to support family finding and connection between family members.

This position will require some travel and after hour's work.

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

Supporting and strengthening Family relationships

- Actively engage with families identifying strengths and capacities.
- research extended family and work to activate them as support to the children and families.
- Skilfully manage conflict to negotiate common goals.
- Strengthening families to prevent children and unborn children being subject to Child protection reports and orders.
- Contributing for children to remain with family rather than enter the Out of Home Care system.

Increased culturally safety and sensitivity to a family's journey

- Help ensure that the child's cultural practices and needs are respected and integrated into their care plan.

Strengthen Identity

- Helping Aboriginal children develop a strong sense of identity.
- Maintaining connections to family, community, and culture,

	<ul style="list-style-type: none"> Helping child feel proud of their heritage and confident in their cultural identity, which is essential for their overall well-being and resilience. <p>Strengthened connections with their Aboriginal Community</p> <ul style="list-style-type: none"> Increased involvement in community events, ceremonies, and other cultural activities Help children and families feel grounded in their identity and build strong relationships with Community members. <p>Cultural Preservation and Connection</p> <ul style="list-style-type: none"> Support connections to Aboriginal heritage, language, culture, and traditions. Work closely with the child and their family to maintain cultural ties, even if the child is placed in a foster care setting away from their community. <p>Advocacy and Support</p> <ul style="list-style-type: none"> Act as a liaison between the practitioner, child, their family, the carers, and social services to advocate for the child's cultural needs and rights. Help ensure that the child's cultural practices and needs are respected and integrated into their care plan. Consult with Traditional Owners and Elders within the Bendigo community, striving to develop new initiatives and practices lead by community. <p>Develop procedures and guidelines</p> <ul style="list-style-type: none"> The role would lead the development of practice, procedure and guidelines and support future service models and structures. Actively seek feedback from children, young people, their families and community on ways to improve the processes and program. Contribute to monitoring and evaluation to consider long-term impacts, which would provide us with the evidence required to shape future iterations of our service model.
Response to Family Violence	This position is designated under the Multiagency Risk Assessment and Management framework (MARAM) as: Tier 2 Intermediate Risk Assessment training and responsibilities
General Responsibilities	<ul style="list-style-type: none"> Uphold BDAC's Values, Code of Conduct, and all relevant policies and procedures. Engage in supervision, professional development, and continuous quality improvement (CQI) activities. Attend team meetings, staff meetings, and community events as required. Comply with legislative and regulatory obligations. Identify and report risks promptly to your line manager, including completing incident reports via LogiqcQMS. Collaborate effectively within a team to meet performance and development goals in line with BDAC's program requirements. Follow reasonable directions from BDAC management. Maintain a safe work environment in accordance with BDAC's Occupational Health and Safety (OHS) policies.

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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 or Torres Strait Islander
- Knowledge and understanding of Aboriginal Culture and the ACCHO environment.
- Ability to engage children, young people families and communities through a friendly warm approach.
- Strong interpersonal and communication skills including the capacity to negotiate and work effectively with a range of individuals and agencies to achieve positive outcomes.
- Willingness to work through conflict situations in an understanding way to achieve best possible outcomes.
- Ability to make decisions in high pressure contexts, clearly able to communicate rational for decisions.
- Demonstrated resilience and ability to managing self-care in being able to work in high pressure environments and work with families.
- Ability to work afterhours and on call as required.

Desired:

- Experience or formal qualifications in Social Work, Family Support, or Family Welfare
- Aboriginal applicants are strongly encouraged to apply.
- Experience and training in any form of conciliation convening will be an asset.

Education, Training and/or Competencies.

Mandatory

- A recognised Social Work degree or a recognised Diploma of Community Services Work, or similar qualifications which is studied over a minimum of two academic years of full-time study (or part time equivalent) and includes:
 - A primary focus on child development, human behaviour, family dynamics and/or impacts of trauma.
 - Supervised fieldwork placement (ideally completed within the child and family welfare sector) and at least one unit of study in case management, case work practice or counselling.

Preferred/ desired

- Previous experience working with Aboriginal and/or Torres Strait Islander community members or in an Aboriginal organisation (preferred)

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 again diphtheria, tetanus, and pertussis (DTP).

EMPLOYEE STATEMENT

I have read, understood, and accepted the above position description of the Position Title.

EMPLOYEE NAME:

SIGNATURE:

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