



## Women's Therapeutic Practitioner

EMPLOYMENT DETAILS			
<b>Status</b>	Full time	<b>Award</b>	SCHADS
<b>Hours per week</b>	38	<b>Classification</b>	5
<b>Length of Term</b>	12 Months, with possibility of extension	<b>Salary</b>	As per award
<b>Reports to</b>	Therapeutic Team Leader	<b>Additional Benefits</b>	Access to Salary Packaging
<b>Secondary Report</b>	Program Manager- Family Safety & Healing	<b>PD Review Date</b>	12 months

ORGANISATIONAL CONTEXT	
 <p>VACCHO member organisations</p>	<p>Bendigo &amp; 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
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
<p>The Women's Therapeutic Practitioner (WTP) initiative, developed by Bendigo and District Aboriginal Cooperative (BDAC), aims to provide specialised, Culturally informed therapeutic support to Aboriginal and Torres Strait Islander Women affected by sexual violence. This innovative project focuses on trauma-informed care, cultural sensitivity, and community engagement to empower women through healing, resilience-building, and reconnection with their community.</p> <p>Our focus on facilitating transitions into therapeutic programs for our women, aligning with the holistic and wellness goals of Dhelk Dja and Nargneit Birrang.</p>

**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**

- Co-developing and co-facilitation of therapeutic groupwork programs to those who have experienced family, domestic and sexual violence.
- Ensure all therapeutic work is delivered with a cultural lens, strengthening women’s connection with Culture, Country and Community.
- Holding a small caseload of those who require specialised case management relating to victim’s/survivors experience of and healing from family, domestic and sexual violence.
- Provision of MARAM risk assessments to families, with a special focus on using the MARAM framework when assessing the risk of experienced family violence.
- Provision of information to BDAC workers around the Family Violence information sharing scheme (FVISS) Child Information Sharing Scheme (CISS), and the organisations obligations under the scheme.
- Working with external stakeholders to improve their understanding of the needs of Aboriginal and Torres Strait Islander women who have experienced family violence.
- Working collaboratively with the Family Safety Team members to provide specialised wraparound services for individuals and families engaged in our programs.
- Participation in team meetings, group supervision and team planning.
- Proactive engagement in supervision, with a focus on reflective practice and enhancing the safety and healing needs of the women you work with.
- Maintain quality and up to date database information that meets privacy and legislative requirements
- Promote service access and support warm referrals via co-location at the MDC, Community Health and Women’s refuge.

<b>General Responsibilities</b>	<ul style="list-style-type: none"> <li>• Model and abide by BDAC Values, Code of Conduct, Policy, and Procedures.</li> <li>• Participate actively in and facilitate supervision and professional development activities.</li> <li>• Ensure that you participate in team meetings, staff meetings and other community activities as requested.</li> <li>• Ensure that you adhere to legislative requirements.</li> <li>• Ensure that you report any risks identified immediately to your line manager.</li> <li>• Participate within the team to ensure performance against expectations including performance management and staff development, in accordance with BDAC's policies and procedures.</li> <li>• Ensure that all staff are provided with and operate in a safe environment in accordance with BDAC'S OHS policies and procedures.</li> <li>• Participate in Continuous Quality Improvement (CQI) activities.</li> </ul>
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**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 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**

- Demonstrated commitment and understanding for the values that support BDAC's vision and purpose
- Demonstrated experience and expertise delivering Culturally safe and strength based therapeutic interventions and responding to complex trauma to adult victim/survivors of sexual assault.
- Strong skills in working using trauma informed therapeutic strategies, incorporating an understanding of the unique experiences of Aboriginal and Torres Strait Islander families, intergenerational trauma and other effects of colonisation.
- Detailed knowledge of family-focused approaches which work to heal complex trauma from sexual assault. This includes impacts on the individual and their family.
- Ability to work in a team and work collaboratively with other team members.
- Excellent communication skills and an ability to develop trusted relationships with Aboriginal community members.
- Demonstrated experience referring to and collaborating with local service networks.
- Demonstrated willingness to participate in professional development and engage in the professional development of other staff.
- Demonstrated ability to engage and work with a diverse range of stakeholders.
- Excellent time management skills with the ability to meet deadlines.

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

- A tertiary qualification in Social Work, Psychology, Community Services and/or relevant experience working in a sexual assault context.
- Knowledge and experience in the application of relevant legislation and professional guidelines (including children and young people at risk, MARAM, Family Violence Information Sharing Scheme, Child Information Sharing Scheme, relevant professional Code of Ethics and Practice Standards, and privacy requirements).

**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 Women’s Therapeutic Practitioner.**

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

**SIGNATURE:** .....

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