

**Wurrekangek Practitioner**

EMPLOYMENT STATUSES			
<b>Role type</b>	Full Time	<b>Award</b>	SCHADS
<b>Hours per week</b>	38hrs	<b>Classification</b>	Grade 4
<b>Length of Term</b>	12 months	<b>Salary</b>	As per award
<b>Reports to</b>	Team Leader	<b>Additional Benefits</b>	Access to Salary Packaging
<b>Secondary Report</b>	Program Manager	<b>PD Review Date</b>	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).



BDAC was founded to represent and provide services to the Dja Dja Wurrung Community (Jaara people) and Aboriginal and Torres Strait Islander residents living on Dja Dja Wurrung Country.

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 Community living on Dja Dja Wurrung Country including a Medical Clinic, Health and Wellbeing services and Family and Community Services. BDAC is located in Bendigo, Victoria.

**POSITION OBJECTIVE**

The Aboriginal Family Preservation and Reunification Response is funded by the Victorian Department of Families, Fairness and Housing (DFFH).

The Aboriginal Response has been developed in collaboration with VACCA and is designed to be an immediate, intensive, and culturally appropriate support for families who are at risk of having their children removed from their care or are in a Reunification space.

The core values of the program include supporting self-determination, self-advocacy and strengthening families through evidence based and culturally safe practice.

**BDAC'S VISION AND CORE VALUES**

<b><i>“Empowered generations belonging to strong families, culture and community”</i></b>	
<b><u>LEAD</u></b>	We are committed to lead as an individual, team and organisation in order to achieve positive health and wellbeing outcomes for our community.
<b><u>OPENNESS</u></b>	We will be accountable and remain transparent in the delivery of our service to clients, visitors, and staff.
<b><u>RESPECT</u></b>	We treat one another with honesty, integrity, respect and value everyone’s opinion and feedback.
<b><u>EXCELLENCE</u></b>	We strive for excellence in our programs and services so that we can support positive health and wellbeing outcomes for our community.

<b>KEY POSITION RESPONSIBILITIES</b>	
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<b>Primary Responsibilities</b>	<p>The Wurrekangek Practitioner will engage with Aboriginal and Torres Strait Islander families in a culturally safe and competent way. This includes engaging in regular consultation with the program’s Cultural Advisor and including ongoing training.</p> <p>The Wurrekangek Response Practitioner will:</p> <ul style="list-style-type: none"> <li>• Demonstrate ability to work with Aboriginal children, young people, and families with compounded trauma needs.</li> <li>• Have sound understanding of the history of colonisation and resulting impacts on</li> <li>• Liaise with Cultural Advisor to ensure children, young people and families cultural needs are identified early and embedded in practice</li> <li>• Conduct an initial assessment including review of referral information, identifying, and engaging key participants and identifying the strengths, needs and barriers alongside the family.</li> <li>• Implement a wholistic case planning model using the cultural and evidence informed AFPR practice elements.</li> <li>• Maintain clear and concise documentation of case progression and implementation of evidence-based interventions.</li> <li>• Participate in all training, supervision, and consultation activities</li> <li>• Build strong relationships with community stakeholders and other culturally appropriate organisations.</li> </ul>
<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> </ul>

	<ul style="list-style-type: none"> <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.

### YOUR SKILLS AND KNOWLEDGE

#### Preferred Experience:

- Work experience in a relevant field which supports an understanding of key child development issues relating to parents and their families who have complex needs.
- Understanding of and demonstrated experience working with issues such as attachment, trauma, and intergenerational disadvantage
- Demonstrated professional case management skills
- Experience in working to treat antisocial behaviour in youth and engaging them in schooling and/or community programs.
- Demonstrated experience referring to and collaborating with local service networks
- Work with Aboriginal and Torres Strait Islander families

#### Preferred Knowledge:

- Child development and Aboriginal parenting practices.
- Demonstrated ability to undertake complex casework with families and children who have experienced trauma.
- Preferred sound knowledge and understanding of Aboriginal history, values, the stolen generation, practices, and culture
- Have an awareness and knowledge of attachment and trauma theories related to Aboriginal children, young people, and families; Demonstrated ability to use this knowledge to guide practice with Aboriginal children, young people, and families.
- Demonstrated understanding of cultural safety

#### Required Personal Skills:

- Well-developed interpersonal and communication skills, with a demonstrated capacity to work collaboratively with others.
- Excellent time management skills with the ability to meet deadlines, targets, and key deliverables of the program.
- Capacity for critical self-reflection and commitment to continuous improvement of practice

### 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.
- Must have the right to work in Australia.
- Must pass an Employment History check; and
- Must be fully vaccinated against COVID-19 and provide proof.

### EMPLOYEE STATEMENT

**I have read, understood and accepted the above position description of Wurrekangek Practitioner.**

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

**SIGNATURE:** .....

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