

**Key Practitioner
Loddon Care Hub**

EMPLOYMENT DETAILS			
Role type	Full time	Award	SCHADS
Hours per week	38hrs	Classification	5
Length of Term	Fixed term	Salary	As per award
Reports to	Team Leader / Cultural Support Worker	Additional Benefits	Access to Salary Packaging
Secondary Report	Program Manager, Family Journeys	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 Key Practitioner will coordinate multidisciplinary care teams, providing wrap around supports to Aboriginal families, children and young people.

They will be responsible for embedding the cultural protocols and needs of families, children and young people within the care team and the family case plan.

The Key Practitioner will oversee the assessment and administrative coordination of the families plans and will be the one point of contact for stakeholders and at times, child/ren, young people and families.

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

- Actively engage and support the multidisciplinary team (including outreach visits) in delivering services to children, young people and families.
- Provide case coordination across the multidisciplinary teams and be a key point of contact for stakeholders
- Undertake regular risk and needs assessments, utilising the Best Interest Framework, MARAM and other frameworks. Focusing on the safety, stability and wellbeing of children and young people in their family home.
- Contribute to the development and maintenance of a learning environment and cohesive multidisciplinary team; through the team and broader group meetings, development, supervision and reflective practice.
- Work within a collaborative care team of consortium partners, with relevant stakeholders, including Child Protection, Anglicare Victoria, Njernda and other community organisations to promote best outcomes for Aboriginal and/or Torres Strait Islander families

	<ul style="list-style-type: none"> • Fulfil and adhere to the program obligation regarding case load requirements, guidelines, targets, case recording, statistics and other data collection and funding expectations • Provide day to day support to the Team Leader/Cultural Support Worker • Provide leadership through undertaking case reviews and the development of case studies • Proactively engage with other service providers, stakeholders, and agencies to promote integration of the service in the community and to enable the development of best practice • Work alongside the Team Leader/Cultural Support Worker to identify step down referrals into BDAC services • Actively promote BDAC's existing programs and services to other stakeholders including referral pathways
<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

- 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

- Knowledge and understanding of the ACCO environment
- Demonstrated understanding of the Children's Youth and Families Act (2005)
- Understanding of the local Aboriginal community
- Demonstrated understanding of cultural safety
- Demonstrated experience in undertaking case work with families and children
- Excellent time management skills with the ability to meet deadlines, targets and key deliverables of the program
- Well-developed interpersonal and communication skills, with a demonstrated capacity to work collaboratively with others
- Understanding of the Child Protection system

- Experience in conducting comprehensive safety and wellbeing assessments
- Strong computer skills and ability to use a range of software and IT based reporting systems
- Experience in using a range of active engagement strategies with vulnerable and at-risk children, young people and their families

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

- Recognised Social Work degree or a similar welfare or behavioural related degree which includes: a) a primary focus on child development, human behaviour, family dynamics and/or impacts of trauma; and preferably, b) practical component such as counselling or case work practice

Or

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

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 Key Practitioner, Loddon Care Hub.

EMPLOYEE NAME:

SIGNATURE:

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