

Therapeutic Team Leader (Aboriginal and/or Torres Strait Islander Male Identified)

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	Grade 6
Reports to	Program Manager, Families Safety and Healing	Secondary Report	Director, Families, Healing and Response
Additional Benefits	Access to Salary Packaging		

ORGANISATIONAL CONTEXT	
 <p>VACCHO member organisations</p>	<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
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
In close collaboration with the Family Safety and Healing Program Manager and leadership team, the Therapeutic Team Leader will ensure the effective delivery of high-quality services to community members.

The Therapeutic Team Leader is responsible for culturally safe, client centred, and trauma informed program/s aimed at ensuring the wellbeing and healing of Aboriginal and/or Torres Strait Islander Community members who have been impacted Family Violence.

The Therapeutic Team Leader will provide guidance, direction, and support to the group facilitators and case managers working within the Therapeutic Programs.

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

- Work in close collaboration with the Program Manager for the design, implementation and refining of Therapeutic Programs that are culturally relevant and effective and to suit the needs of Aboriginal and/or Torres Strait Islander Community members who have been impacted by family violence
- Monitor the delivery of services, ensuring that they are of high quality, sensitive to Community needs and support the healing of Aboriginal and/or Torres Strait Islander Community members who have been impacted by family violence
- Provide trauma informed practice leadership in accordance with program guidelines.
- Provide therapeutic leadership, case direction and individual supervision to Therapeutic Practitioners and Community Engagement workers within the Therapeutic program.
- Promote and maintain positive, collaborative working relationships with all professionals and with other services
- Ensure that all therapeutic practices are culturally safe, respectful and considerate of the complex trauma histories of Aboriginal and/or Torres Strait Islander Community members
- Where necessary, co-facilitate and/or assist in group work
- Coordinate regular team meetings
- Assisting in the planning and evaluation of groups

	<ul style="list-style-type: none"> • Actively contribute to team project initiatives • Provide direction and Cultural guidance to the team • Generate and oversee case referrals and Practitioner caseloads • Manage and report data on outcomes and program practices • Establish systems and processes for reviewing skills, supporting professional development and staff well-being. • Collaborate with the program manager to prepare and oversee the creation of high-quality documentation tailored for diverse audiences. • Take responsibility for continuously developing skills in supervision and performance management.
Response to Family Violence	This position is designated under the Multiagency Risk Assessment and Management framework (MARAM) as: Tier 1 Comprehensive Risk Assessment training and responsibilities
General Responsibilities	<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

- 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

- Sound understanding of an Aboriginal Community Controlled Health environment and the local Aboriginal Community
- Demonstrated commitment to self-determination and experience working effectively with Aboriginal people and organisations.
- Demonstrate experience in successfully delivering a variety of therapeutic healing interventions to First Nations women, men, children, and families.
- Ability to use problem solving skills and to take initiative to determine appropriate supports tailored to the individual.
- Assess and manage risk for highly vulnerable children and families and recommend improvements.
- Manage conflict effectively and actively engage in problem-solving and resolution in a culturally safe and respectful manner.
- Demonstrated ability to implement self-care strategies and maintain resilience while supporting staff who work with adults, children, and families in crisis, particularly those affected by family violence and trauma.
- A comprehensive understanding of the MARAM risk assessment tool
- Well-developed interpersonal and communication skills, with a demonstrated capacity to work with others
- Excellent time management and broader organisational mindset, ability to monitor performance and develop others through relevant feedback and advice.
- The ability to apply strong and dynamic leadership skills to guide, support, and develop a team, inspiring a shared vision, delivering exceptional client services, and maintaining professional conduct with a strong cultural lens
- Proven ability to work independently while fostering a collaborative and supportive team environment.

Education, Training and/or Competencies.

Mandatory

- Relevant tertiary qualification in social work, psychology, family therapy, counselling or a related discipline and experience working within the therapeutic space.
- Or
- Minimum Diploma in Community Services with previous experience working within the Family Violence sector

Preferred/ desired

- Previous experience working with Aboriginal and/or Torres Strait Islander community members or in an Aboriginal organisation (preferred)
- Previous experience working in a Family Violence, Counselling and Team Leader role.

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 Therapeutic Team Leader.

EMPLOYEE NAME:

SIGNATURE:

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