

POSITION DESCRIPTION



Position Summary	
Role Title	Aboriginal Practice Leader
Reports to	Clinical Manager
Award	Social, Community, Home Care and Disability Services Industry Award 2010 (SCHADS)
Classification	Level 8, Pay Point 1
Employment	Full time <input checked="" type="checkbox"/> Part time <input type="checkbox"/> Contract <input type="checkbox"/>
Location	The Orange Door – Bairnsdale and Sale Offices, With travel required within the Wellington & East Gippsland catchment area.

Our vision

Aboriginal people enjoy their culture, family, work and community life in a safe environment free from violence.

Our mission

Prevent and eliminate family violence so that individuals, families and our communities can live free from violence. We do this through wrap-around services and programs that support healing and cultural

Cultural statement

- Aboriginal and Torres Strait Islander peoples have the oldest continuous cultures in the world.
- YWAHS celebrates and takes pride in the rich spiritual connection, cultural values and practices of Aboriginal and Torres Strait Islander peoples.
- We celebrate the significant contributions made and cultures shared to enrich all communities.
- We acknowledge and respect the special place of the Traditional Owners.
- We appreciate and value the opportunity to live, work and thrive on their lands.

Our principles and values

SELF DETERMINATION A fundamental principle and practice that supports the exercise of true freedom. Full and total control of Aboriginal and Torres Strait Islander peoples' safety, healing, connections to land, country, culture, communities, and futures.

FREE FROM VIOLENCE Everyone has the right to live free from family violence and the fear of family violence.

CULTURAL RESPECT Recognising the cultural diversity that exists among our staff, clients and their families. Respecting the rights, views, values and expectations of Aboriginal and Torres Strait Islander peoples.

HOLISTIC APPROACH Encompassing the wellbeing of an individual, family and community. Recognising not only the physical but the social, cultural, spiritual, emotional and environmental influences of health and wellbeing.

INTEGRITY, TRUST and HONESTY in all our activities. Treating everyone equally, with courtesy, honesty respect and fairness. Being non-judgemental, and modelling ethical behaviour and practice.

ACCOUNTABILITY and PROFESSIONALISM Commitment to delivering safe and professional services to the community. Ensuring cultural appropriateness. Respecting personal and diverse boundaries and practices. Delivering outcomes for clients, community and the organisation.

COLLABORATIVE RELATIONSHIPS with our clients, community, partner agencies, governments and stakeholders to ensure coordination.

KINDNESS, COMPASSION, COURTESY and DIGNITY in our relationships with our clients, our stakeholders and with each other. Valuing the diversity of people and showing proper regard for their interests and **HUMAN RIGHTS**.

POSITION DESCRIPTION



CHILD SAFE YWAHS is a child-safe organisation and is committed to ensuring the safety and wellbeing of children and young people with zero tolerance for child abuse. All successful applicants will be required to undertake a National Police Record Check and Working with Children Check prior to commencement of employment and periodically following commencement. YWAHS is an equal opportunity employer and has a smoke-free workplace policy.

MARAM This position is designated under the Multiagency Risk Assessment and Management framework (MARAM) Identification (Tier 1) which requires mandated MARAM Family Violence Comprehensive training and MARAM Comprehensive responsibilities.

Role Purpose

The Aboriginal Practice Leader is a practice leadership position in each Support and Safety Hub (known as The Orange Door Network).

Auspiced by Yoowinna Wurnalung Aboriginal Healing Service, within The Orange Door Network, the Aboriginal Practice Leader will work in close partnership with the Hub Manager, Practice Leaders, the Aboriginal Hub Practitioner, and Team Leaders to lead high quality, culturally safe and effective responses to Aboriginal people seeking support and safety through The Orange Door.

The Aboriginal Practice Leader will be responsible for providing practice leadership and expert advice to The Orange Door Network workforce on culturally safe and inclusive specialist family violence services, child and family services and perpetrator interventions. The Aboriginal Practice Leader will provide secondary consultations to internal and external stakeholders and proactively build cultural safety and competence in The Orange Door.

In addition, the Aboriginal Practice Leader will work with the Hub Manager and the Service System Navigator to build and maintain effective partnerships with Aboriginal services and communities within The Orange Door Network to support choice for Aboriginal people.

Key Accountabilities

- Lead & Support**
- Leading and supporting culturally safe and responsive practice in The Orange Door Network with Aboriginal children, families and perpetrators by:
 - (a) Providing specialist secondary case consultation and technical input on complex family violence cases, child and family and perpetrator interventions
 - (b) Co-working and providing daily specialist practice support for the Aboriginal Hub Practitioner and (as requested and required) for Team Leaders
 - (c) Where appropriate, jointly managing a small caseload of complex and/or sensitive cases
 - (d) Working with The Orange Door Network Team Leaders, Aboriginal Services, community and cultural leaders to identify and resolve clinical and practice issues as they arise
 - (e) Operating with autonomy and accountability in supporting Aboriginal children, families and perpetrators.
 - Leading, mentoring and developing Hub Practitioners and Team Leaders in working with Aboriginal children, families and perpetrators:
 - (f) Building capability of Orange Door practitioners to deliver culturally competent responses to victim survivors, children and families and perpetrators, informed by client experience and in line with the

POSITION DESCRIPTION



Integrated Practice Framework and relevant legislative frameworks (including (including the Children, Youth and Families Act 2005 and Child Wellbeing and Safety Act 2005)

- (g) Providing practitioners with relevant information and access to systems to support safe and effective responses to Aboriginal children and families as part of an integrated practice approach
- (h) Modelling integrated practice approaches and behaviours integral to ethical clinical practice working with Aboriginal children and families
- (i) Supporting professional development of practitioners in partnership with other Practice Leaders, Family Safety Victoria, Aboriginal organisations, CSOs, DHHS, and other local workforce and training planning initiatives
- (j) Sharing practice knowledge on Aboriginal approaches to holistic healing and whole of family practices
- (k) Contributing to reflective practice for The Orange Door Network team in particular in relation to working effectively with Aboriginal people.
- Building the cultural safety of The Orange Door Network and supporting choice and self-determination of Aboriginal people.
- Liaising with and providing specialist or secondary consultation to organisations and services within The Orange Door Network in order to discuss direct service issues for Aboriginal people accessing services through The Orange Door.
- Working with local Aboriginal governance groups to provide connection between Aboriginal services, communities and The Orange Door.
- Supporting system and service improvement by:
 - (l) Implementing systems and procedures to guide specialist practice responses working with Aboriginal children and families
 - (m) Working in partnership with the Hub Manager, Team Leaders, and other CSO Managers where appropriate, to foster high quality service for Aboriginal people
 - (n) Providing sound judgement and authoritative advice on risks, priorities, clinical and practice matters to The Orange Door Network team and where relevant the Hub Manager and/or relevant Hub governance groups
 - (o) Participating in communities of practice with Aboriginal Practice Leaders across the Victorian The Orange Door Network.
- Working collaboratively with the Hub Manager and Service System Navigator to build and maintain effective partnerships with Aboriginal services to support choice for Aboriginal people.
- Managing stakeholders through effective negotiation and influence, harnessing this network to support Aboriginal people and ensure effective The Orange Door Network operations.
- Oversee, monitor and deliver projects to respond to local needs, ensuring they are delivered in a culturally safe and effective way, in accordance with self-determination and relevant legislation and government regulations and guidelines.
- Keep accurate and complete records of your work activities in accordance with legislative requirements and the Victoria Government's, information security and privacy policies and requirements.

POSITION DESCRIPTION



Reporting

- Input data daily into appropriate data systems (e.g. IRIS).
- Participate in regular supervision with Clinical Team Leader, including the development and implementation of work plans.
- Monthly clinical supervision with an external provider.
- Participate in annual reviews.
- Contribute to the development and implementation of YWAHS organisational plans.
- High level of computer literacy

Performance and Development

- Participate in the YWAHS professional development activities, regular clinical and general supervision, the development and implementation of workplans and debriefing sessions where required and the organisation's performance review process.
- Monthly Clinical Supervision with external provider.
- Actively take responsibility for maintaining professional knowledge and skills and obtain documented.
- Evidence of relevant continuing professional development as required.
- Continuously review processes and systems and implement improvements where appropriate

Other employee requirements

Quality and Risk Management

Actively participate and incorporate continuous quality improvement and sound risk management principles to all aspects of the role and in accordance with YWAHS policies.

Workplace Health and Safety (WH&S)

- Ensure a safe working environment is maintained for all YWAHS staff and clients.
- Ensure all WH&S processes and procedures are adhered to.
- Ensure all safety signage is in full view and in a language that is clear and precise.
- Ensure risk assessments are completed and authorised prior to the commencement of activities.

Cultural Diversity

Actively participate in a continuous process of developing cultural competence by broadening knowledge of and respect for diverse individuals and communities, with particular emphasis on the Wellington and East Gippsland demographic.

Teamwork

Work proactively with all members of the YWAHS Team in supporting the organisations aspirations and its strategic aims.

Other

May be required to perform other duties not specified within this document but commensurate with their classification, experience, and skills.

POSITION DESCRIPTION



Required knowledge and skills (key selection criteria)

Education & Experience

- A relevant qualification and/or equivalent certification from a nationally accredited provider in the area of social welfare, counselling, social work, family therapy, psychology, creative arts therapies, or community mental health nursing.
- A minimum Bachelor level qualification in Social Work or recent employment in the family violence sector or equivalency met through the 7 Equivalency Principles in line with the minimum mandatory qualification requirements. Please see <https://www.vic.gov.au/mandatory-minimum-qualifications-specialist-family-violence-practitioners> for further information.

Essential knowledge and skills

- Demonstrated highly developed leadership, negotiation and relationship building skills; an understanding of the role of the law and legal system in the context of responding to family violence; has knowledge of practice with Aboriginal women, men, youth, children, families, victims and perpetrators of family violence; has experience working in multi-disciplinary and multi-agency contexts
- Proven skills in assessing and counselling clients with complex needs, utilising MARAM Family Violence Risk Assessment Framework, particularly in the areas of child and adolescent management, family violence, individual and family counselling and group work.
- Demonstrated experience in working in the family violence sector or related areas, with an understanding of the issues underpinning family violence, particularly as it relates to an Aboriginal cultural context.
- Demonstrated knowledge and experience to lead and embed culturally safe and responsive practice as part of an integrated service model of collaborative service delivery and quality clinical practice in The Orange Door

Mandatory role requirements

- Current satisfactory National Police check
- Valid Working with Children check (WWC)
- Current Victorian Drivers Licence
- Travel between sites will be required
- COVID Vaccination (3 doses)

POSITION DESCRIPTION



Job Demands Checklist

YWAHS endeavours to provide a safe working environment for all staff. The table below describes the demands and risk factors associated with this job. Applicants must review this information to ensure they can comply with these requirements. Successful applicants will be required to sign the acknowledgment at the end of the position description to confirm their ability to perform the job demands of this position.

Frequency Definitions

I	Infrequent	Activity required occasionally, not necessarily all shifts
O	Occasional	Activity required occasionally, not necessarily all shifts
F	Frequent	Activity required most shifts, up to 50% of the time
C	Constant	Activity that exists for the majority of each shift and may involve repetitive movement for prolonged periods
N/A	Not applicable	Activity not performed

Normal workplace aspects of the role		Frequency				
Demands	Description	I	O	F	C	N/A
Sitting	Remain seated to perform tasks				X	
Standing	Remain standing to perform tasks		X			
Walking	Periods of walking required to perform tasks			X		
Bending	Forward bending from waist to perform tasks		X			
Kneeling	Remaining in a kneeling position to perform tasks		X			
Lifting/Carrying	Light lifting and carrying		X			
Lifting/Carrying	Moderate lifting and carrying - e.g. trolleys, tubs, car seats, shade structures, eskies. Lifting/moving tubs of materials & equipment in/out of cars and from store to activity rooms for activities.		X			
Lifting/Carrying	Assisted lifting (lifting with assistance from another person) – e.g. shade structures, eskies	X				
Lifting/Carrying	Level of fitness required for physical activities such as moving trailer and attaching and detaching from vehicle					X
Driving	Driving to and from activities across the region and transporting equipment and passengers	X				
Climbing	Ascending and descending ladders					X
Pushing/ Pulling	E.g. Moving trailer and attaching and detaching from vehicle.					X
Repetitive	Use of keyboard, typing, entering data etc.		X			

I confirm that I have read and understood this position description and believe that I am able to carry out the requirements of this role safely and effectively and that the conditions and requirements therein form part of my contract of employment.

X
Employee signature

X
Employee name (Printed)

Date: