



Position Title	<i>Aboriginal Children in Aboriginal Care, Practitioner</i>		
Department	Engagement and Family Services		
Reporting Manager	ACAC Team Leader	Employment Status and Salary	New position - Full time
Location	20 Rumbalara Road Mooroopna		

Organisational Overview

Rumbalara Aboriginal Co-Operative (RAC) is recognised as a leader among Aboriginal community-controlled organisations, maintaining a high profile in the public and private sectors across research, consultancy, policy development, and partnerships. RAC operates in a culturally appropriate, sensitive, community-controlled environment that maintains a holistic approach to service provision and emphasises the importance of family and community.

RAC has been a resource, service provider and enabler of the Aboriginal and Torres Strait Islander communities of the Greater Shepparton region since 1980. RAC is a cooperative working to provide a range of supports and services including:

- Health and Wellbeing
- Positive Aging and Disability Services
- Community Services
- Asset and Infrastructure Services
- Corporate Services

RAC has an annual budget of \$19 million and a workforce of approximately 230 people. RAC is a significant employer and economic contributor to the region and plays a high profile leadership role as one of the larger Aboriginal organisations in Australia. RAC is committed to ensuring the Aboriginal people in Goulburn have certainty of access to community-controlled services.

PROGRAM OVERVIEW

Rumbalara has been successful in their application for the pre-authorisation phase of the Aboriginal Children in Aboriginal Care program (ACAC).

The ACAC program is the implementation of section 18 of the Children Youth and Families Act 2005 (CYFA). Section 18 allows the secretary of the DFFH to authorise the CEO of an Aboriginal Agency to administer functions and powers in relation to selected Aboriginal Children on Child Protection Orders. This gives the decision making and the ability to work directly with these children and families to the Aboriginal Agency.

The ACAC program starts as a Pre-Authorisation or “as if” phase. This phase allows for the organisation to take on a small number of children and work with them, and their families “as if” the children were authorised to the Aboriginal Agency. In this phase the ACAC program will work closely with Child Protection to practice as close as possible, to what it will be like to be operating as an Aboriginal Agency authorised under section 18. After this phase is established, the organisation will be invited to apply to become an authorised agency and take on the full ACAC program.

The Pre-Authorisation team will consist of a Program Manager, Team Leader and 2 Practitioners.

Working in this program is a challenging and exciting opportunity to have a real-world impact on the lives of children and families.

ROLE PURPOSE

Using cultural practice and understanding, the Practitioner will work directly with children on Child Protection Orders and their families to:

- Build the families understanding of the safety and wellbeing needs of their children.
- To address the concerns that led to Child Protection involvement.
- Encourage resilience and self-determination of children and families.
- Build connections to community and culture to promote wellbeing.

The Practitioner will:

- Take all actions necessary to protect children including court work.
- Engage with parents to do the necessary work, needed to safely reunify children who are placed in out of home care.
- Work with carers, children and young people to promote long term stability when reunification is not possible.

KEY SELECTION CRITERIA

- Understanding of the Children, Youth and Families Act 2005 and the core principles of the Act.
- Knowledge of the characteristics of abuse and neglect, and the ability to articulate this to the parent, children and other professionals.
- Ability to engage with Aboriginal children and families to promote safety and culture.
- Understanding of childhood development, when assessing safety and wellbeing.
- A value and understanding of Aboriginal child raising practices.
- Demonstrated knowledge and understanding of the issues relating to families involved in the Child Protection system.
- Experience with case planning, ability to engage families in setting goals and tasks to address concerns.
- Ability to work guided by the relevant practice frameworks and manuals.
- Good written and verbal skills, able to write reports and maintain records, using a range of computer programs.
- Experience or willingness to undertake court work needed to ensure children's safety and wellbeing.
- Commitment to supervision, training and professional development.
- Resilience when working through challenging situations, commitment to and understanding of self-care.
- Ability to work after hours and on call (when required).

KEY RESPONSIBILITIES

- **Technical Capabilities**
- Collect and maintain accurate client records using relevant computer software applications.
- Develop collaborative working relationships with a range of professionals to gain positive outcomes for clients
- Perform and complete any reasonable duties relevant to the position as requested by senior staff.

The Practitioner will be responsible for the following;

- Relationally engage with children and their families to promote the health and wellbeing of children on Child Protection Orders.
- Visit children and their families, ensure they are safe and have their needs met to promote healthy development.
- Support families and children to build cultural connections in the community.
- Empower families and children to lead case planning and decision making.
- Prepare plans, letters, emails, reports and case notes using clear language appropriate for their audience.
- Support children and families to access the range of health and community services Rumbalara provide and refer to external services to support families to meet the planned goals.
- Contribute to the development of practice and documentation for the program.

- Undertake the actions necessary to ensure the safety and wellbeing of children in the program including court work.
- Work within the team to create a positive and supportive work environment.
- Provide cultural responses to children and their families.
- Take action to promote own self care and the wellbeing of the team.
- Participate and contribute to supervision and other professional development activities.
- Coordinate the care team for children living in out of home care.
- Undertake assessments of potential carers when children can not live at home.
- Facilitating family visits including transporting children.
- Undertake cultural planning as required.
- **Behavioural Capabilities**
- Act at all times to protect the right of the clients, including culture, confidentiality, privacy, individual choice and decision making.
- Demonstrate commitment to the Co-operative's values and behaviours - serve the community, work together, act with integrity and respect other people (the policy is available to view on Gemba)
- Manage complex workload in a thoughtful structured way.
- Provide support and proactively engage with the clients and broader community.
- Establish and maintain relationships with clients, community and Rumbalara staff and team members.
- Manage and care for oneself to maintain resilience when working within a challenging environment.
- **Administrative Capabilities**
- Attend staff meetings.
- Submit accurate timesheets and claim forms in a timely manner.
- Participate in professional development to fulfil role and achieve positive outcomes.
- Participate in service training programs as organised by Rumbalara and / or any other training to upgrade skills.
- Ensure that all statistical data, record-keeping and other documentation are completed and forwarded on time.
- Follow correct policy and procedure directions at all times.
- Contribute to and support the organisation's systems and processes for managing safety, quality and risk; observe and report hazardous situations or behaviours.

QUALIFICATIONS

A recognized Social Work degree or a similar welfare or behavioural related degree which includes a primary focus on child development, human behaviour, family dynamics and/or impacts of trauma; and preferably a practical component such as counselling or case work practices.

Or

A recognized Diploma of Community Services work or similar qualification which is studied over a minimum of 2 academic years of full-time study (or part-time equivalent) and includes:

- a primary focus on child development, human behaviour, family dynamics and/or impacts of trauma
- and 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.

If you do not have these qualifications but strongly believe you have the ability to fulfil this role please contact us.

EMPLOYMENT CONDITIONS

- All staff are required to sign a confidentiality agreement on appointment to the organisation
- Probationary / qualifying periods apply to all positions
- All staff are required to adhere to the Code of Conduct of the Co-Operative (available to view on Gemba)
- All staff are required to follow the policies and procedures to the department and the Co-Operative (manuals are available to view on Gemba)
- A commitment to equal opportunity and Occupational Health and Safety principles and practices is required
- Salary packaging is available to permanent part time and full-time staff
- Tenure of positions at Rumbalara will be tied to existing contracted funding arrangements
- Qualification in Social Work, or related discipline.
- All employees are required to have a current Working with Children's Check, Driver's Licence, Police Check and provide a Digital Certificate of Vaccination.

Accepted: (Employee) (Employee Signature)

Date:

In accepting this position, I hereby agree to the duties as set out in this Position Description

Approved: (Executive Manager) (Executive Manager Signature)

Date:

Details: *Engagement and Family Services*

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