



RUMBALARA
ABORIGINAL CO-OPERATIVE LTD.

Position title	Aboriginal Healing Practitioner
Position number	P2226
Employment status	Full time
Department	Chief Operating Officer
Location	Rumbalara Road, Mooroopna
Position reports to	<i>Principal Practitioner</i>
Award	Social, Community, Home Care and Disability Services Industry Award 2010
Classification	<i>Level 5-pay point 1</i>

ABOUT THE ORGANISATION

Rumbalara Aboriginal Cooperative (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
- Justice and Community Services
- Asset and Infrastructure Services / Housing
- Engagement & Family Services
- Corporate Services

RAC has an annual budget of \$30 million+ and a workforce of approximately 300+ 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 the Goulburn Valley have certainty of access to community-controlled services.

ROLE PURPOSE

Dunguludja Yakapna is a program to document our approach (our ways of doing) of delivering holistic care and support across Rumbalara's diverse range of services.

This program seeks to capture, promote and celebrate the essence of our community-driven practices, embedded in the rich tapestry of our Aboriginal culture, ensuring the continued strength and resilience of those we serve.

The Aboriginal Healing PR actioner will work to develop and deliver Holistic healing interventions designed to facilitate young people, families, women, men and community that maybe experiencing family violence or trauma

REPORTING RELATIONSHIP

This role is based at our Rumbalara site Office in the Hume Region, Yorta Yorta Country.

This role reports to the Aboriginal principal Practitioner who will provide supervision and review. This role has no direct reports and works in conjunction with other Rumbalara team members and Programs

KEY SELECTION CRITERIA

Qualifications and Registrations:

- This is an Indigenous Identified role only open to Aboriginal and Torres Strait Islander peoples. The filling of this position is intended to constitute a special measure under section 8(1) of the Racial Discrimination Act 1975 (Cth), and s12 of the Equal Opportunity Act 2010 (Vic)
- Experience in holistic healing with children, families and community.
- Provide cultural consultation to staff working with Aboriginal children to ensure culturally appropriate assessment and treatment.
- Conduct Cultural assessments and develop culturally appropriate treatment for community
- Work in a collaborative manner with the community and the care team to achieve the goals within the specified time frame.
- Provide pre-referral consultations to set goals
- Provide culturally respectful consultation for local communities in the designated region regarding Aboriginal families at risk.
- Provide a holistic approach towards healing that enables cultural belonging and connection.

KEY RESPONSIBILITIES

1. Technical Capabilities

- **Technical Capabilities:** Demonstrated ability to provide direct service assessment and interventions with Aboriginal children, young people and families; and to comply with service delivery towards output and outcomes requirement
- An understanding of the complexity of the service system and the issues involved in providing services to Aboriginal statutory and non-statutory cases, with the ability to work in a complicated environment that can potentially challenge and frustrate individual values and viewpoints.
- Demonstrated understanding of intergenerational trauma and the impacts of colonisation on attachment and developmental milestones for Aboriginal children and young people, families and community
- Demonstrated commitment to working collaboratively and the capacity to listen and consider other opinions, respectfully and tactfully negotiate and liaise with ACCOs, DFFH, other agencies and the community.
- Excellent written and oral communication skills including timely and accurate written reports and able to clearly articulate and engage with a range of audiences – children, families and communities, other professionals.

- Demonstrate ability to flexibly manage competing priorities and stressful situations, monitoring own stress levels and practicing and promoting self-care strategies. Sound decision making skills, reflected in good healing practises, judgements and the willingness to seek supervision.
- A demonstrated understanding and knowledge of the issues impacting Aboriginal and Torres Strait Islander families and communities;
- An ability to communicate effectively with Aboriginal and Torres Strait Islander people and engage Aboriginal families in decision making processes and meetings.
- An interest in and passion for therapeutic healing with families
- An understanding of child age and stage development and factors that can impede a child's development.
- An ability to work as part of a team and take direction from the Principal Practitioner
- An ability and willingness to work unsocial hours on occasion until 8pm and occasional weekends
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2. 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 (a copy of this is available to view)
- Provide support and proactively engage with the clients and broader community
- Establish and maintain relationships with clients, community and Rumbalara staff and team members

3. Administrative Capabilities

- Attend staff meetings
- Submit accurate timesheets and claim forms (if applicable) in a timely manner
- 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

EMPLOYMENT CONDITIONS

- Have a current National Police Check
- Hold Valid Driver's License, without restriction
- Hold current Employee Working with Children's Check
- Covid Vaccination Certificate in accordance with the government guidelines
- 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)
- All staff are required to follow the policies and procedures to the department and the Co-operative (manuals are available to view)
- 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 RAC will be tied to existing contracted funding arrangements