



**RUMBALARA**  
ABORIGINAL CO-OPERATIVE LTD.

<b>Position title</b>	<i>Boorai Family Practitioner</i>
<b>Position number</b>	<i>Position Number</i>
<b>Employment status</b>	<i>Full time</i>
<b>Department</b>	Engagement and Family Services
<b>Location</b>	Rumbalara Road, Mooroopna
<b>Position reports to</b>	<i>Team Leader</i>
<b>Award</b>	Social, Community, Home Care and Disability Services Industry Award 2010
<b>Classification</b>	<i>Level 4 dependent on qualifications/experience</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.

Engagement and Family Services is funded by government departments to provide a suite of wrap around services to support children and families from pre-to post-natal, which also include supported playgroups, in home support, education, foster care, kinship and therapeutic.

These services range from a number of interventions such as preventative, early intervention, intensive and complex depending on the needs of families. All families are treated in a culturally sensitive and respectful way by all staff members.



Some programs work with families on a voluntary and statutory cases, depending on their individual circumstances. Families are supported who require assistance in parenting and other services that are impacting on their ability to care for their child/children.

Staff work with families to empower clients to work with program staff in a positive way and assist clients to address their issues with support, clients, families and carers of Aboriginal children.

## ROLE PURPOSE

To work with Aboriginal families to provide intensive therapeutic interventions in a culturally respectful way by empowering parents to maintain care or to resume care of their child/children who are referred to the Boorai Family Response (Family Preservation Reunification Response Program) by Child Protection.

## KEY SELECTION CRITERIA

### Qualifications and Registrations:

- Diploma of Community Services or equivalent is required or willingness to undertake study.

### Knowledge and skills:

- Demonstrated experience and understanding of “at risk” children and “vulnerable” families.
- Demonstrated knowledge of Child Protection and Child Best Interest Framework
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- Demonstrated written and verbal communication to communicate with a number of services.
- Well-developed interpersonal and communication skills including the capacity to engage with families.
- Computer skills to keep accurate record keeping, statistical information and report writing in regards to the requirements of the role in accordance to the policy and procedures.

## KEY RESPONSIBILITIES

### 1. Technical Capabilities

- The Practitioner is responsible for the provision of all aspects of casework services to families referred to the Boorai Family Response (Family Preservation Reunification Response Program).
- Work intensively with families in a culturally respectful way in their home to redress protective concerns and enhance family functioning, whilst ensuring the safety and wellbeing of the child/children remains a high priority at all times.
- Work with and maintain regular contact with child protection where orders are in place to ensure the child/children’s safety and wellbeing remains a priority.
- Work with other professionals to empower families to overcome their risk factors and reach their identified goals.



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- Support and implement after-care and referral plan for families, particularly linking families into needed community services, resources and local networks.
- Participate in team and general staff meetings, meetings, supervision, provide monthly reports and undertake other associated tasks within the role.
- Participate in supervision and coaching on a regular basis and take directions from your direct supervisor and or the Executive Manager of Engagement and Family Services.
- Recording of statistical data and provide monthly reports.
- Participation in relevant meetings on a local and state wide level
- Undertake on call duties on a rotational basis as part of the role.
- Commitment to participate in the organisation's annual events such as NAIDOC activities etc.
- Commitment to the Aboriginal Family Preservation Reunification Response state wide approach.
- Willingness and commitment to undertake training where relevant to the position.
- Contribute to and support the organisation's systems, compliances and processes for managing safety, quality and risk and confidentiality.
- Undertake duties relevant to the position description or as directed by the Executive Manager Engagement and Family Services and delegates.

## 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

- Tertiary qualification in Community Services, Social Work, Youth Work or related discipline, or be willing to obtain.
- 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



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- 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