



**RUMBALARA**  
ABORIGINAL CO-OPERATIVE LTD.

## Connected Beginnings Worker

<b>Position title</b>	<i>Connected Beginnings Worker- Health</i>
<b>Position number</b>	<i>P2150</i>
<b>Employment status</b>	<i>Full time</i>
<b>Department</b>	Health and Wellbeing
<b>Location</b>	Rumbalara Road, Mooroopna
<b>Position reports to</b>	<i>Manager, RAC as appropriate</i>
<b>Award</b>	Social, Community, Home Care and Disability Services Industry Award 2010
<b>Classification</b>	Level 4, Pay point 1

### 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

The Connected Beginnings Worker plays a vital role in the delivery of health and wellbeing services to Aboriginal and Torres Strait Islander children and their families. This position focuses on improving access to essential health services, promoting early childhood development, and working collaboratively with families and local communities to

achieve better health outcomes. The role will require strong cultural competence, a deep understanding of Aboriginal community health, and the ability to collaborate with multiple service providers to support families in their early years.

## KEY SELECTION CRITERIA

### Qualifications and Registrations:

- A relevant tertiary qualification in community services, childhood education, allied health, nursing, or qualification in a related field will be highly regarded.

### Knowledge and skills:

- Experience in developing and maintaining successful partnerships with Aboriginal organisations and communities.
- Experience with working with, and an awareness of the issues that affect Aboriginal and Torres Strait Islander children and families, including the ability to build rapport with members of the local Aboriginal and Torres Strait Islander Community.
- The ability to communicate on a high level, liaise with key stakeholders, dealing with people (interpersonal skills and negotiation skills).
- The ability to work well and manage challenging and difficult situations.

## KEY RESPONSIBILITIES

### 1. Technical Capabilities

- Provide direct health and wellbeing services to children and families enrolled in the Connected Beginnings program.
- Support children and families in accessing and navigating the health system, including preventative care, immunisations, and regular health check-ups.
- Collaborate with local health professionals to provide holistic care, including medical, nutritional, and psychological support.
- Promote, connect and/or refer families and children (0-5 years) to local community supports, whether they be health services, education or social supports.
- Liaise with the local community and establish links with the local Aboriginal community to promote the importance of early childhood intervention to support 0–5-year-olds to promote excellence in schooling.
- Assist in the identification of barriers to health services and early intervention programs and referrals.
- Provide practical assistances to children and families in accessing services and referrals and attending appointments.
- Increase school readiness with a medical-orientated focus on speech and language development; liaising with key stakeholders to investigate reasons for disengagement and lack of programme engagement.
- Ensure children and parents have access to culturally safe services by providing access to allied health services at Rumbalara.
- Work with education and staff members to help disengaged children to access early years allied health services.
- Liaise with cultural leaders to ensure engagement with different families.
- Contribute to regular reporting on health outcomes, program progress, and community engagement activities
- Perform all other reasonable duties as directed, within the scope of your skills, competence and training by your managers or any other relevant Rumbalara personnel as appropriate.

### 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