



RUMBALARA
ABORIGINAL CO-OPERATIVE LTD.

Position title	<i>Galnya Yarka, Senior Case Practitioner</i> <i>This is an Aboriginal and/or Torres Strait Islander designated position, classified under Section 12 Special Measures of the Equal Opportunity Act (2010). This employment opportunity is only available to Aboriginal and Torres Strait Islander peoples.</i>
Position number	<i>Position Number</i>
Employment status	<i>Full time / Part Time / Fixed Term / Casual</i>
Department	Engagement and Family Services
Location	Rumbalara Road, Mooroopna
Position reports to	<i>Team Leader</i>
Award	Social, Community, Home Care and Disability Services Industry Award 2010
Classification	<i>SCHADS Award Level 5.1</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 Ageing 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.



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ROLE PURPOSE

The Senior Case Practitioner will lead and manage complex casework, utilising a deep understanding of Aboriginal cultural practices and community connections to enhance the safety, wellbeing, and cultural identity of children subject to Child Protection Orders. The role involves working closely with children, families, and the broader community to:

- Strengthen families' understanding of the safety and wellbeing needs of their children.
- Address and resolve the concerns that led to Child Protection involvement, utilising culturally appropriate interventions.
- Foster resilience, self-determination, and empowerment for both children and families.
- Promote and strengthen connections to culture and community to enhance the overall wellbeing and identity of children.

The Senior Case Practitioner will:

- Lead efforts to protect children by making informed decisions, including court appearances and advocacy.
- Engage parents in addressing safety concerns to facilitate reunification, where possible.
- Work collaboratively with carers, children, and young people to ensure long-term stability and cultural connection when reunification is not feasible.
- Provide leadership, supervision, and mentoring to junior staff, ensuring high-quality service delivery and supporting staff development.
- Ensure reflective practice within the team and promote a culture of continuous learning and improvement.

KEY SELECTION CRITERIA

Qualifications and Registrations:

- A recognised degree in Social Work, Psychology, Community Services, or a related welfare or behavioural field, with a primary focus on child development, human behaviour, family dynamics, and/or the impacts of trauma. Ideally, the qualification will include practical components such as counselling or casework practices.
- Alternatively, a recognised Diploma of Community Services or a similar qualification, completed over a minimum of two academic years (or part-time equivalent), which includes:
 - A focus on child development, human behaviour, family dynamics, and/or the impacts of trauma.
 - Supervised fieldwork placements, preferably within the child and family welfare sector.
 - At least one unit of study in case management, casework practice, or counselling.
- Eligibility for registration with a recognised professional body (e.g., Australian Association of Social Workers or equivalent).

If you believe you have the skills and experience to excel in this role but do not possess the listed qualifications, we encourage you to contact us.

Knowledge and skills:



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- **Cultural Competency:** A deep understanding of Aboriginal culture, history, and the impact of intergenerational trauma on Aboriginal children, families, and communities. Demonstrated ability to apply cultural practices in casework to support cultural safety and identity.
- **Child Protection and Family Support Expertise:** Extensive knowledge of Child Protection legislation, including an understanding of the Child Protection system, reunification processes, and court procedures.
- **Case Management and Leadership:** Proven experience managing complex cases involving children and families, with the ability to mentor and guide junior staff members. Strong organisational and time management skills to handle multiple cases and responsibilities.
- **Interpersonal and Communication Skills:** Excellent skills in engaging with children, families, carers, and professionals, including the ability to negotiate and mediate conflicts. Strong written skills, particularly in court report writing and case recording.
- **Problem Solving and Decision Making:** Ability to critically assess risks, make sound decisions in the best interests of children, and implement appropriate interventions.
- **Community and Stakeholder Engagement:** Experience working in collaboration with Aboriginal communities, as well as external stakeholders, to strengthen cultural connections and community support for children and families.
- **Resilience and Adaptability:** Ability to work effectively in a challenging and dynamic environment, managing emotional and physical demands while maintaining a focus on positive outcomes for children.

KEY RESPONSIBILITIES

1. Technical Capabilities

- **Risk Assessment and Analysis:** Proficiency in conducting comprehensive risk assessments for children and families, identifying immediate and long-term risks, and formulating intervention strategies to ensure child safety and wellbeing.
- **Case Management Systems:** Experience using case management software to maintain accurate and up-to-date client records, including documentation of case plans, assessments, and progress reports. Familiarity with systems such as CRIS (Client Relationship Information System) or similar platforms.
- **Court and Legal Procedures:** Strong knowledge of legal processes related to Child Protection, including preparing reports for court, attending hearings, and providing expert testimony when necessary.
- **Cultural Planning:** Ability to develop and implement culturally appropriate case plans, ensuring that cultural identity and connections to community are preserved and strengthened for Aboriginal children.
- **Supervision and Mentoring:** Competence in supervising staff and providing reflective practice supervision, supporting the development of junior staff and enhancing their practice capabilities.
- **Crisis Intervention:** Ability to handle crisis situations effectively, including de-escalation techniques and providing immediate support to children and families in high-risk circumstances.
- **Data and Outcome Reporting:** Ability to track and report on key outcomes for children and families using data analysis tools, contributing to service improvement and reporting to stakeholders.

2. Behavioural Capabilities



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- 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 confidentially 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.
- After Hours On Call Roster is required for this position.