



POSITION DESCRIPTION

Position	Family Violence Perpetrator Case Worker & Housing Support Worker
Reports to	Senior Program Manager- Family Violence
Direct Reports	N/A
Status	Part time (30 hrs pw), Fixed Term position
Location	Based Inner Gippsland Region - Morwell VACCA office

BACKGROUND

The Victorian Aboriginal Child Care Agency (VACCA) is the largest organization of its kind in Australia. VACCA is an Aboriginal community-controlled organization that supports and advocates for the Aboriginal community. Our strength lies with our people. Our team is committed to the organisation's vision and values; advocates for our children and other vulnerable community members; and shows respect for, observance and compliance with Aboriginal cultural protocols, practice and ceremony. Our Aboriginality is what distinguishes us from mainstream services and what enables us to deliver the positive outcomes we achieve for our people.

VACCA employs over 600 staff and delivers more than 70 programs across the state. VACCA's experience and expertise in the delivery of therapeutic interventions are underpinned by culture, connection, and healing. VACCA designs, develops and delivers programs with self-determination and an understanding that the intergenerational trauma experienced by our community requires intergenerational and community healing.

Central to VACCA's work is the importance of connection to family, community and culture as essential to Aboriginal children's safety, stability and ensuring that they have an ongoing sense of belonging. As Victoria's largest Aboriginal child welfare agency, VACCA will play a key role in the process of transitioning the care and case management of Aboriginal children from government and non-Aboriginal organisations to Aboriginal community-controlled organisations following the recent decision of the Victorian Government.

VACCA is implementing cultural therapeutic ways which is an agency wide framework that underpins our work with the community, our clients and staff

OUR VISION

Aboriginal self-determination - Live, Experience and Be.

OUR PURPOSE

Supporting culturally strong, safe and thriving Aboriginal communities.



PROGRAM AREA.

VACCA delivers an innovative Family Violence Program across multiple locations including the Southern metropolitan, Dandenong and Gippsland areas. The role of the Men's Family Violence Perpetrator Program is a newly created position which will fit within the suite of other VACCA Family Violence demonstration programs.

The VACCA Family Violence demonstration program is culturally safe and trauma informed including one on one counselling, group work and case work with Aboriginal men, women, children and families who are impacted by family violence. Our work at VACCA provides an integrated whole-of family approach that focuses on Aboriginal men while supporting the safety of women and children.

Culture, Connection and Healing are central to the design and delivery of our program with Aboriginal families. The program model is family focused and when safe, all family members are involved and supported individually and as a family. Staff work within VACCAs Cultural Therapeutic Framework. This role will complement our current work at VACCA Gippsland.

- Perpetrator Case Management for Men will work on behavioural change, cultural safety and healing.
- 1:1 trauma-informed assessment and Groups/ Camps for Aboriginal men who perpetrate violence

There is a strong component of action research through the Gippsland program to build an evidence base of best practice for working with Aboriginal families. Collaborative working and proactive sharing of lessons learned is essential to this new role.

POSITION SUMMARY

The Men's Workers role has been created to;

- provide direct 1:1 case management and intervention work with men who have perpetrated family violence and provide housing support;
- run group work and cultural groups with men who present with anger management issues
- work with Community Elders, Aboriginal families, Kin, Uncles, Men and their families to provide a range of service interventions that are proven to work with Men
- Address intersection factors such as Alcohol and other drug, mental health, cultural trauma and intergenerational trauma that may be presenting for families.
- Enhance referral pathways to ACCO's, Aboriginal services and other programs that will support healing and curb the use of violence
- Work with Aboriginal men and non-Aboriginal fathers of Aboriginal children in the Gippsland Community
- Direct work with young Aboriginal men 1:1 or in groups to support leadership, strong cultural connection to family, Elders and to strengthen identity as a proud Aboriginal man.



Additional components of the program may be developed and incorporated into the Family Violence Program dependent on the needs of Aboriginal men. Referrals for the program will be sourced internally from the VACCA Family Violence Program, VACCA Child First, Community, Aboriginal Services, Aboriginal Practice Leader in the Inner Gippsland Safety Hub and Community Service Organisations.

Regular professional supervision and appropriate development and training opportunities to ensure the delivery of a quality service, including access for secondary consultation to VACCAs Family Violence Aboriginal Manager and Practice Lead.

KEY RELATIONSHIPS

Internal: Executive Manager (Regions), Family Violence Principal Practitioner, Family Violence Senior Program Manager, Family Violence Counsellors/ and group workers, other Family Violence Staff, VACCA L17 worker

External: Aboriginal Community Controlled Organisations, Community Service Organisations, local program partners, Department of Health and Human Services, Victoria Police, Family division - Magistrate Court and Courts

KEY SELECTION CRITERIA

- Demonstrated understanding and knowledge of Aboriginal culture and values and the importance of identity, and cultural connections in the healing process for Aboriginal Men, Aboriginal women and their children and kinship family
- Demonstrated awareness and appreciation of Aboriginal societies and cultures, and commitment to continually build knowledge of such, along with a high level of awareness of the key issues which impact upon Aboriginal communities
- A comprehensive understanding of the dynamics and impact of family violence for Aboriginal families
- Experience and ability to work with Aboriginal organisations and communities and a proven ability to effectively communicate with Aboriginal Men and their families
- An awareness of family violence issues and understanding of intergenerational trauma experienced by Aboriginal men
- The ability to apply a flexible, non-judgemental and empowering approach to service delivery and work in Community
- Demonstrated ability to work independently and as a collaborative team member in a challenging environment.
- A thorough understanding of the issues relating to confidentiality and mandatory reporting
- Ability to provide a flexible service delivery model, outreach and wrap around services and community supports

QUALIFICATION

- A TAFE or tertiary qualification in a relevant field along with demonstrated experience would be highly considered

REQUIREMENTS



- You must have and continue to hold a full Victorian Driver's Licence and a current employment working with children check card

POSITION ACCOUNTABILITIES

- Deliver culturally safe and high standards of service delivery to Aboriginal Men who perpetrate family violence
- Undertake case management tasks including compiling brief case notes and program documentation as required
- Develop and deliver cultural group work programs including the coordination of sessions and design for Aboriginal men
- Conduct 1:1 support session's for male clients
- Make appropriate and timely referrals to other programs as necessary
- Work collaboratively with other Family Violence team members
- Achievement of case management and intervention targets as agreed by DHHS and VACCA
- Contribution to continuous quality improvement processes at VACCA
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- Contribution to continuous quality improvement processes at VACCA

ADMINISTRATION

- Accurate record keeping, including case notes, completing forms and reports as required according to program guidelines and agency registration obligation.
- Case management and maintenance of client files in line with legislative and policy requirements.
- Maintain accurate statistical data using organizations current data systems as required by VACCA and DHHS
- Attend regular team meetings and other Aboriginal forums as required
- Undertake other duties as directed.

PROGRAM DEVELOPMENT

- Establish effective working relationships with ACCO's, gathering places, partner agencies providing services and support for Men.
- Participate in local, regional, and other network meetings encompassing issues and current initiatives addressing family violence
- Assist in the development and implementation of new projects or initiatives relevant to the role and position
- Contribute to the development of program resources and data collection to capture program and outcomes for Aboriginal men

HEALTH, SAFETY & WELLBEING



VACCA
Connected by culture

- Ensure compliance with the OH&S Act and VACCA policies.
- Contribute positively and proactively to team and organisation wide OH&S activities.

QUALITY & CONTINUOUS IMPROVEMENT

- Ensure compliance with legislation, contract and policy requirements in your day to day work in order to meet the organisation's audit, contract and registration obligations.
- Proactively apply your specialist knowledge in the review and maintenance of internal policies, systems and processes.
- Continue the development of a culturally strong and positive working environment using a continuous improvement approach.

ADDITIONAL INFORMATION

We are committed to Aboriginal self-determination and supporting strong, safe, thriving Aboriginal communities and aim to ensure every individual is treated with dignity, honouring all cultural backgrounds, abilities, ethnicities, sexual orientations, gender identities and spiritual beliefs.

VACCA is a child-safe organisation and is committed to ensuring the safety and wellbeing of children and young people with zero tolerance for child abuse. All successful applicants will be required to undertake a National Police Record Check and Working with Children Check prior to commencement of employment and periodically following commencement.

VACCA is an equal opportunity employer and has a smoke-free workplace policy.