



Kinship Reunification Worker

EMPLOYMENT STATUSES

Status	Fulltime	Award	SCHADS
Hours per week	38 hours per week	Classification	Grade 3
Length of Term	As per contract	Salary	As per contract
Reports to	Care Services Team Leader	Additional Benefits	Access to Salary Packaging
Secondary Report	Home Based Care PM	PD Review Date	12 months (31/12/2019)

ORGANISATIONAL CONTEXT



The Bendigo & District Aboriginal Cooperative (BDAC) is an ACCO (Aboriginal Community Controlled Organisation) registered as a member under the umbrella of VACCHO (Victorian Aboriginal Community Controlled Health Organisation) and represented nationally through NACCHO (National Aboriginal Community Controlled Health Organisation).

BDAC was founded to represent and provide services to the Dja Dja Wurrung community (Jaara people) and Aboriginal residents living in the Dja Dja Wurrung boundaries. BDAC has a responsibility to ensure growth of services, development of our Aboriginal community, better and improved health outcomes for our people, improved quality of life and be a lead agency in providing employment and career pathways for Aboriginal people.



LOCAL WORK ENVIRONMENT

Bendigo and District Aboriginal Co-operative provides a range of specialist services for clients based primarily in the Dja Dja Wurrung including Health and Wellbeing services, Family and Community Services and Corporate services.

POSITION OBJECTIVE

The Kinship Reunification Worker will work with Aboriginal children in Out of Home Care kinship placements, where the case planning direction is reunification. The work will be focused on facilitating reunifications, building on and strengthening connections with the child's family, community, land and culture.

BDAC'S VISION AND CORE VALUES

"Empowered generations belonging to strong families, culture and community"

<u>LEAD</u>	We are committed to lead as an individual, team and organisation in order to achieve positive health and wellbeing outcomes for our community.
<u>OPENNESS</u>	We will be accountable and remain transparent in the delivery of our service to clients, visitors and staff.
<u>RESPECT</u>	We treat one another with honesty, integrity, respect and value everyone's opinion and feedback.



EXCELLENCE

We strive for excellence in our programs and services so that we can support positive health and wellbeing outcomes for our community.

KEY POSITION RESPONSIBILITIES

Primary Responsibilities

- To strengthen the ability of parents of Aboriginal children to care for and maintain strong relationships with their child/ren.
- Support the strengthening of family connections, promoting reunification and promoting the safety of children, young people and parents.
- To participate in the development of comprehensive family plans in-line with the Reunification pilot objectives.
- To actively participate in team work in a manner that ensures a co-ordinated approach to services for children, young people and their families.
- To work in conjunction with existing services to ensure that referrals are responded to in a way that acknowledges the unique needs of each referral and situation by matching resources to referral information.
- To support a comprehensive assessment process that results in both high quality information for decision making and an increased understanding by the referred family about their situation, capacity and choices.
- Ensuring plans are reviewed in the stated timeframe and appropriate actions are taken to ensure ongoing progress.
- Support individuals and families wanting to make positive lifestyle changes.
- Identifying and strengthening connections with the child's family, community, land and culture.
- Have the capacity to develop, plan, implement, manage and evaluate a program.
- Other duties as required by your Team Leader.

Administration & Compliance

- Model and abide by BDAC Values, Code of Conduct and Policy and Procedures;
- Participate actively in and facilitate supervision and professional development activities;
- Ensure that you participate in team meetings, staff meetings and other community activities as requested;
- Ensure that you adhere to legislative requirements;
- Ensure that you report any risks identified immediately to your line manager;
- Participate within the team to ensure performance against expectations including performance management and staff development, in accordance with BDAC's policies and procedures;
- Ensure that all staff are provided with and operate in a safe environment in accordance with BDAC'S OHS policies and procedures;
- Participate in Continuous Quality Improvement (CQI) activities.

COMMITMENT TO SAFETY

- All children have the right to be children and live free of abuse and neglect, so they can grow, learn and develop. Everyone within BDAC is responsible for ensuring a culture of child safety; preventing child abuse and abiding by the Child Safety Principles;
- BDAC is committed to the health and wellbeing of its employees and stakeholders;
- BDAC has a zero tolerance to all forms of violence.

KEY SELECTION CRITERIA



- Ability to effectively and efficiently plan and organise own work and responsibilities.
- Sound knowledge of local issues and needs of the Aboriginal and Torres Strait Islander community.
- Knowledge of family connections and how the dynamics of the Family linkages connect within the local community.
- Ability to work independently and in a team.
- Demonstrated negotiation and advocacy skills.
- Demonstrated ability to work with children, young people and families' already in contact with Child Protection services.
- Demonstrated ability in convening and mediating outcomes with groups.
- Well-developed interpersonal and communication skills including the capacity of engage families, elders and the Aboriginal and Torres Strait Islander Local community in a collaborative planning process.
- Demonstrated experience of working in and with Aboriginal communities in the Loddon Mallee region.
- Understanding of all current (relevant) legislation, policies and practice.

Mandatory Education, Experience, and Competencies

A recognised Social Work degree or a similar welfare or behavioural related degree which includes:

- (a) a primary focus on child development, human behaviour, family dynamics and/or impacts of trauma; and preferably
- (b) a practical component such as counselling or case work practice or

A recognised Diploma of Community Services Work, or similar qualification which is studied over a minimum of two academic years of full-time study (or part time equivalent) and includes:

- (a) a primary focus on child development, human behaviour, family dynamics and/or impacts of trauma

supervised fieldwork placements (ideally completed within the child and family welfare sector) and at least one unit of study in case management, case work practice or counselling.

CONDITIONS OF EMPLOYMENT

- Must pass a Criminal Police Record Check;
- Must pass & provide copy of Working with Children's Check;
- Must hold current full Victorian Drivers Licence and provide a copy;
- If the position is for a role specifically to provide disability services (or work that involves regular direct contact with or access to a person with a disability), BDAC will check the prospective employee against the Disability Worker Exclusion List.

EMPLOYEE STATEMENT

I have read, understood and accepted the above position description of the Kinship Reunification Worker.

EMPLOYEE NAME:

SIGNATURE:

DATE:/...../.....