

Ramahyuck District Aboriginal Corporation



Position Title	Senior Advisor – Aboriginal Cultural Planning
Reports to	Child & Family Services Program Manager (Morwell)
Direct Reports	NIL
Status	Full time – Fixed term 2 years
Location	Morwell VIC 3840
Organisational Background	
<p>Ramahyuck District Aboriginal Corporation (RDAC) was established as an Aboriginal Community Controlled organisation in 1992 to improve the social, health and economic outcomes for Aboriginal people. RDAC is a leading provider of primary health care and related social and family support services to Aboriginal people and communities across Gippsland. RDAC's services are provided at the following locations: Sale and Morwell. RDAC's services include: general practice; health assessment and education; dental, audiology; chronic disease management; drug and alcohol counselling; child and family services; child and maternal health; home and community care; immunisation and vaccinations; social and emotional wellbeing support and counselling; allied health; client transport and corporate services; child care service and Aboriginal Best Start program.</p>	
Team Information	
<p>The Family Services teams are responsible for providing a range of Family Service programs that range in diversity and intensity and aims to meet the individual needs of parents; children, individuals the family and Community. The Wanjana Lidj team is responsible for providing Aboriginal families with programs and activities that will promote a stable nurturing environment for children meet their needs and strengthen parent's ability to care for their children.</p>	
Position Purpose	
<p>This position is responsible for supporting the development, endorsement, implementation, and review of cultural plans for vulnerable Aboriginal children and young people living in out-of-home care. The role will support the development of cultural plans by care teams, assessing and providing support where needed, and recommend cultural plans are endorsed. This includes reviewing cultural plans and working with care teams to ensure they are of a suitable standard and address the cultural needs of vulnerable Aboriginal children and young people. The Senior Advisor works collaboratively as a senior practitioner with the Chief Executive Officer and senior managers to provide effective service delivery and support to child protection and other agencies. The position</p>	

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will also support child protection practitioners and contracted case managers in the implementation of contemporary methods, systems and approaches to enhance the capacity of care teams to better respond to Aboriginal children and young people. The Senior Advisor will have a lead role with local child protection and mainstream agencies to increase the awareness of, and participation in Aboriginal cultural activities by Aboriginal children and young people. This will include contributing to the development, implementation and maintenance of the cultural information portal.

Key areas of accountabilities

Service Delivery

1

- Provide quality, timely and effective specialist knowledge to care teams, including complex matters, in developing and reviewing cultural plans. Assist care teams to ensure cultural plans meet the cultural needs of vulnerable Aboriginal children and young people, as well as reflecting the best interests principles as the primary consideration for all child protection planning
- Collaborate with care teams to ensure Aboriginal input into all cultural plans; and ensure care teams undertake reasonable steps to identify, gather information, and explore vulnerable Aboriginal children and young people's Aboriginal heritage and family. When necessary work with and Aboriginal children and their families to obtain information and develop plans
- Prepare documentation, present information and make recommendations to the Chief Executive Officer or appropriate senior staff member on cultural plans, ensuring decisions and actions are in the best interests of the child.
- Provide information to children, families, carers and service providers on procedures, practices, and guidelines and provide advice and case consultation on the Aboriginal cultural needs of Aboriginal children and young people, including services available to help meet needs
- Actively contribute as a collaborative team member in the ongoing development and review of cultural plans, related to strengthening Aboriginal children and young people's connection to their Aboriginal community and culture.
- Monitor, analyse and review cultural plans; assess the effectiveness of the plan provided to Aboriginal children and young people and provide well-developed recommendations on future actions required to support the maintenance and strengthening of Aboriginal children and young people's connection to their Aboriginal community and culture.
- Establish and maintain effective working relationships, ongoing communication and successful negotiations with Child Protection and key stakeholders.

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	<ul style="list-style-type: none"> • Provide authoritative advice and opinion to professionals in other disciplines; lead or participate in case conferences, including family decision making, with other professionals. • Use a range of IT/web-based applications to manage workflow. • Identify and apply appropriate research in forming interventions and develop innovative solutions to complex and difficult cases, drawing on a range of professional networks to identify gaps in case assessments.
2	<p>General</p> <ul style="list-style-type: none"> • Model the behaviours expected of others including RDAC's values • Provide and promote effective communication, excellent customer service; empathy and compassion; and cultural awareness in all activities. • Attend staff and team meetings • Undertake mandatory training as directed • Ensure personal and team contribution to support overall team effectiveness • Ensure compliance with Statutory and Regulatory requirements, and RDAC policies, processes and procedures • Foster productive working relationships with relevant external stakeholders, including specialist providers, hospitals and government departments. • Participate in regular supervision and debriefing • Complete other tasks as directed by the Child & Family Services Program Manager, General Manager Family Services or Chief Executive Officer
<p>Other responsibility areas (All staff)</p>	
<p>Quality and Risk Management Actively participate and incorporate continuous quality improvement and sound risk management principles to all aspects of the role and in accordance with RDAC policies</p>	
<p>Professional Development & Education Actively participate in relevant continuing professional development as required. Participate in educational activities relevant to the role within RDAC</p>	
<p>Occupational Health and Safety Ensure a safe working environment is maintained to RDAC staff and clients.</p>	

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Cultural Diversity

Actively participate in a continuous process of developing cultural competence by broadening knowledge of and respect for diverse individuals and communities with particular emphasis on the local East Gippsland demographic.

Teamwork

Work proactively with all members of the Family Services Team in supporting the Unit and its strategic aims.

Position Requirements

Qualification/Licenses	
1	Diploma of Community Services or relevant equivalent qualification
2	Current Working with Children's Check
3	Satisfactory Criminal History Check
4	Current Victorian Driver's License
5	Satisfactory drug & alcohol screening

Key Selection Criteria	
1	Knowledge and understanding of Aboriginal and Torres Strait Islander cultures. Well-developed interpersonal skills with the ability to communicate effectively with people, particularly Aboriginal and Torres Strait Islander peoples
2	Expert knowledge of the unique history and current circumstances of Aboriginal children, families and community and ability to apply this to Child Protection cultural planning.
3	An expert understanding and ability to embed in practice, the core responsibilities and principles underpinning cultural planning for Aboriginal children residing in out-of-home care

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4	Demonstrated ability to build professional networks across a range of organisations and individuals to promote collaborative working groups that focus on meeting the best interests of vulnerable Aboriginal children and young people
5	Self-management: invites feedback on own behaviour and impact; uses new knowledge or information about self to build a broader understanding of own behaviour and the impact it has on others; understands strong emotional reactions and seeks ways to more effectively manage them.