



## Family Support - Senior Case Worker

### The Role

The role of the Family Support - Senior Case Worker is to provide intensive support to families engaged in BADAC's Aboriginal Stronger Families and Integrated Family Services programs. The position will undertake direct case work focused on placement prevention, reunification and strengthening the cultural connections, parenting capacity and well-being of Aboriginal families. In addition the Senior Case Worker will have a role in providing mentoring and support to less experienced team members and supporting the delivery of trauma informed and culturally attuned practice across the Family Support program.

BADAC's Family Support Program works with parents to address issues for families that are at risk of their child being placed in out-of-home care, and to build capacity of parents to safely care for their children. The Senior Case Worker will need to be highly motivated and enthusiastic, have great interpersonal and mentoring skills, and have a sound knowledge of Aboriginal culture and society and an ability to communicate effectively with Aboriginal people.

### About BADAC

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The Ballarat and District Aboriginal Co-operative (BADAC) was established by members of the Ballarat and district Aboriginal community in 1979. BADAC delivers a comprehensive range of health, social, welfare and community development programs to local Aboriginal people. Since 1979, the organisation has grown considerably to a staff of 100 delivering a wide range of services, underpinned by Social Inclusion principles, which incorporate the following programs:

- Health and Home Care
- Social and Emotional Well-being
- Family Support
- Care Services
- Family Violence and Justice
- Early Years and Youth

BADAC is the Aboriginal Community-Controlled Organisation (ACCO) for the Ballarat and district area, covering 4 local government areas (LGAs). Our services are open to all members of the public, with priority given to our members. BADAC is focused on prevention and early intervention, always with a client-centred approach, to ensure that our clients are personally engaging in the development and nurturing of their own futures.

### Our vision:

***“Ballarat and District Aboriginal Co-operative exists to achieve self-determination for the Aboriginal community, enabling stronger families by ensuring equal opportunities in health, housing, education, employment and justice through a holistic and culturally relevant approach.”***

**Our Values:**

**Honesty  
Accountability  
Leadership  
Excellence  
Respect**

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**Position Title:** Family Support – Senior Case Worker  
**Responsible to:** Program Manager – Family Support Program  
**Salary:** SCHADS-Social and Community  
**Hours:** 0.8 eft – 30 hours per week  
**Status:** Fixed Term – 1 year

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**1. Key Duties & Responsibilities:**

- 1.1. Provide intensive strengths based interventions to families involved in the Aboriginal Stronger Families and Integrated Family Services programs at BADAC. This includes the provision of intensive support to children, young people and families to address issues leading to Child Protection involvement or children being placed in out of home care.
- 1.2. Contribute to multi-disciplinary child and family assessment in the family home using the culturally attuned assessment tool.
- 1.3. Mentor and support less experienced staff and provide case consultation to other workers across the Koorie Family Services Directorate.
- 1.4. Work with the Therapeutic Care worker to develop a plan to meet the therapeutic needs of the children and family.
- 1.5. Provide up to 12 months of case work support to children, young people and their families, which includes a child and family assessment, coordination of child and family action plans, therapeutic support and practical support.
- 1.6. Utilise flexible funding to purchase therapeutic assessments and services and provide practical assistance such as purchasing of childcare, respite and other supports to meet goals identified in the Child and Family Action Plan.
- 1.7. Develop short term training programs that will work toward enhancing parental skill sets and family relationship management.
- 1.8. Ensure the completion of case notes, assessments, family action plans and reports as required by the program guidelines.
- 1.9. Support healing through connecting children and their families to extended family, community, culture and country.

- 1.10. Liaise with & maintain positive working relationships with other relevant organisations, particularly with Child Protection.
- 1.11. Maintain strict standards of confidentiality & act at all times in a professional manner in accordance with the policies & procedures of the Ballarat & District Aboriginal Co-operative.
- 1.12. Engage in regular supervision, reflective practice and opportunities for planned professional development.
- 1.13. Carry out other duties as directed by the Program Manager – Family Support.

## **2. Key Selection Criteria:**

- 2.1. A relevant tertiary qualification in Social Work, Community Services, Welfare or equivalent and at least 5 years' experience in provision of support to families.
- 2.2. Sound knowledge and understanding of Aboriginal culture and values and the ability to effectively communicate with Aboriginal Children and their families and a demonstrated ability to support Aboriginal people in their healing.
- 2.3. Demonstrated experience & skills in risk assessment and intervention, child development and trauma informed practice.
- 2.4. Capacity to provide mentoring, support and skills development to other team members and consultation to staff across the Koorie Family Services directorate.
- 2.5. A proven & well developed understanding of a range of parenting & other intervention strategies.
- 2.6. High degree of understanding of the Child Protection and Welfare system including services available to Aboriginal Children and families. Experience in collaboration with a range of professionals in a care team approach.
- 2.7. Highly developed interpersonal & communication skills including demonstrated ability to communicate effectively with a wide range of people, including the development of effective liaison with families, government & community, health, education & welfare services.
- 2.8. Well-developed administrative skills including maintaining accurate files, detailed assessments, computer data records & report writing.
- 2.9. A sound knowledge of the Children, Youth & Families Act 2005, including the information sharing provisions.

## **3. Other Relevant Information:**

- 3.1. The employee is required to be in possession of the following mandatory checks & credentials prior to commencement of employment unless discussed & agreed to by the BADAC Executive.
  - 3.1.1. Current Victorian driver licence (except for special circumstances as discussed and agreed to with the Executive)
  - 3.1.2. National Police Check (Every 3 Years)
  - 3.1.3. Current Working with Children Check
  - 3.1.4. Driver History Report (annually)

- 3.2. It will be a requirement to actively participate in general staff meetings & any other relevant forums, including staff development sessions.
- 3.3. BADAC is committed to the ongoing Professional Development of all its employees & encourages them to attend educational activities that will enhance the employee's ability to perform their tasks.
- 3.4. The employee will be required to sign a confidentiality agreement at commencement of employment.
- 3.5. BADAC is a Child Safe organisations and all employees are expected to adhere to our Child Safe Guidelines.

**Aboriginal and Torres Strait Islander people are strongly encouraged to apply.**