



Aboriginal Family Support Services
Together with the community

Kinship Care Cultural Practitioner

Salary Range - \$93,880 – \$98,128 pa | Full Time

The position will only be open to Aboriginal or Torres Strait Islander applicants. The filling of this position is intended to constitute a special/equal opportunity measure under section 8(1) of the Racial Discrimination Act 1975 (Cth), and s 65 of the Equal Opportunity Act 1984 (SA).

Your new employer

Aboriginal Family Support Services is a lead, Aboriginal Community Controlled Organisation that has been providing services to Aboriginal families and communities across South Australia for over 40 years.

Your new role

AFSS is committed to ensuring relevant and appropriate cultural services are provided to Aboriginal children and young people unable to live with their birth families. AFSS Kinship Care Cultural Practitioner ensure children and young people in kinship care are supported to maintain a connection to their family and culture through an active and rigorous approach to creating and sustaining cultural connections. This includes working with AFSS foster carers who have Aboriginal children in their care. The priority is to ensure that each Aboriginal child and young person in care has an individualised Cultural Plan that focuses on their connection with their own language, culture and community. Provide support, training, cultural knowledge to the team both metro and regional and all kinship carers

Who we are looking for

Will be passionate about sharing and promoting culture with Aboriginal children and young people. You will be able to relate to and engage with children and young people to develop individual Cultural Plans that contribute towards the maintenance of their connection to culture. You will have excellent networks with Aboriginal people, group, communities and organisations across South Australia and a good understanding of family connections.

You will be able to undertake travel including overnight absences and be able to travel in small planes when required.

To be successful you will need

- Qualifications in Social Work, Social Sciences or Community Services, or similar; or appropriate demonstrated knowledge and competencies
- A South Australian Working with Children Check (WWCC)
- An NDIS Workers Check
- National Police Check
- A current unrestricted South Australian Drivers Licence
- A Safe Environments for Children and Young People - Through their Eyes Certificate

If this sounds like you scroll down to view the Job & Person (J&P) Specification

Then tell us in two pages how your skills and experience will allow you to fulfil the Key Result Areas in the J&P and send this with your resume to recruitment@afss.com.au

For more information please call Susie Crisa on 0499 889 720 **(Mon-Fri, 9am-5pm)**

Applications close 9 am Wednesday 17 July 2024

We look forward to receiving your application, however if you do not provide a 2 page cover letter addressing your skills and experience against the Job and Person Specification, we are unlikely to consider your application. AFSS reserves the right to commence interviews prior to the closing date.



Aboriginal Family Support Services Ltd

Job and Person Specification

Kinship Care Cultural Practitioner - Connection to Culture

| | |
|---|--|
| Program Overview | AFSS is committed to ensuring relevant and appropriate cultural services are provided to Aboriginal children and young people living in Out of Home Care. An important part of this work is to ensure that children and young people are supported to maintain a strong connection with their family, community and culture. |
| Position Objective | <p>The role of Kinship Care Cultural Practitioner is to ensure Aboriginal children and young people in the Out of Home Care sector are supported to maintain connection to family, country, and culture through an active and responsive cultural connection.</p> <p>The objective of the Cultural Practitioner position is to provide a cultural lens over practice by:</p> <ul style="list-style-type: none"> - Providing cultural advice that prioritises and supports children and young people's connection to culture, community, identity and kin. - Supporting and attend interagency meetings. - Providing support, training, cultural knowledge to the team both metro and regional and all kinship carers - Responsible for developing cultural plans for all Aboriginal children and young people in kinship care. - Developing cultural support plans for Kinship carers - Collaborating closely with the Manager and Practitioner to ensure KPI's are met, and service excellence is maintained. |
| Reporting Relationships | The Kinship Care Cultural Practitioner reports directly to the Aboriginal Kinship Care Manager, who reports to the Senior Managers who reports to the Chief Executive. |
| Funding | Department of Child Protection, South Australian Government. |
| Award / Salary | Social, Community, Home Care and Disability Services Industry Award 2010 - Salary Range: Level 5 |
| The Job | Job Specification |
| Key Result Areas | The Key Result Areas outline the key expectations of the incumbent. They align with the requirements of the AFSS Board and Chief Executive's strong commitment to Aboriginal children and young people maintaining cultural connections. They also align with the DCP Service Agreement and with AFSS Strategic Plan. The incumbent will be required to participate in regular supervision against each of the Key Result Areas as detailed below. |
| Key Result Area One Cultural Responsiveness, Practice & Training | <p>In close consultation with AFSS Kinship Care Manager, Practitioner, and the Kinship care team the Cultural Practitioner will ensure the development of cultural competency, cultural safety, and cultural awareness across metro and regional areas.</p> <ul style="list-style-type: none"> - Provide cultural support/consultation and training to the Kinship care team and kinship carers. - Attend AFSS and interagency meetings to ensure that AFSS provides a cultural lens and response to all matters relating to Aboriginal children and young people in care. |

Initial.....

Initial.....(CEO)

| | |
|---|--|
| | <ul style="list-style-type: none"> - Assess compliance with the Aboriginal and Torres Strait Islander Child Placement Principles - Ensure recommendations of the ROC are adhered to and applied to practice. - Facilitate accurate and relevant flow of information in relation to service provision and culturally appropriate practices for Aboriginal children, young people, and families. - Liaise where appropriate, with Department for Child Protection Principal Aboriginal Consultants - Develop and maintain positive and professional relationships with Department for Child Protection staff and staff from any external agencies. - Attend and participate in DCP Aboriginal children and young people's annual reviews. - Attend all relevant meetings relating to kinship carers and children and young people in care. - Provide cultural input into all carer reviews and carer assessments. - Participate and engage in trauma informed and cultural supervision. - Senior Manager Cultural Clinician will provide cultural supervision. - Provide bi-monthly report on workflow and outcomes. |
| <p><u>Key Result Area Two</u></p> <p>Cultural Support Plans and Connection to Culture</p> | <p>In consultation with AFSS Kinship Care Manager, AFSS programs and other relevant agencies:</p> <ul style="list-style-type: none"> - Develop and refine AFSS Cultural Plan template and associated documents. - Work closely with AFSS kinship carers (Aboriginal and non-Aboriginal) who care for Aboriginal children to develop individualised Cultural Plans for each child in their care. - Develop cultural support plans for carers to build cultural knowledge to support children and young people in their care throughout their care journey. - Actively engage with the carer households, in liaison with AFSS Kinship Liaison Officers, to support the ongoing implementation and review of each child's Cultural Plan - Develop a 'buddy' system between AFSS Aboriginal and non-Aboriginal carers to develop peer support and ongoing awareness of connection to culture for AFSS non-Aboriginal carers. - The development of cultural connection resources that assist carers, and other agencies to develop relationships that enhance cultural connection for Aboriginal children and young people. - Increase cultural awareness, cultural safety, and cultural competency frameworks for AFSS employees, AFSS carers and the broader NGO sector through the development of training packages and presentations. - Engage the child protection sector in ongoing dialogue, activities and events that result in increasing connection to culture outcomes for Aboriginal children and young people in the Out of Home Care system. - Co-lead and participate in the development of all AFSS annual Cultural events and activities |
| <p><u>Key Result Area Three</u></p> <p>Community and Cultural Engagement</p> | <p>Establish and maintain collaborations with DCP, Aboriginal Link Up, Aboriginal Community Councils, Grannies Groups, Elders and Aboriginal specific and other services across South Australia:</p> <ul style="list-style-type: none"> - Assist in the development of genograms to assist AFSS, DCP and other agencies to scope family and kinship options for reconnecting children and young people with their families and communities. - Ensure that Cultural Plans reflect actions that are achievable and maintain a strong connection for children and young people with their own identified culture and kin. - Ensure that carer support plans are achievable and maintained. |

Initial.....

Initial.....(CEO)

| | |
|---|--|
| | <ul style="list-style-type: none"> - Developing a cultural support base for children and young people through making connections and links with kin, other extended family members, community leaders and Elders and others who may have a clear role in the life of the child or young person. - Ongoing development and sourcing of language and culturally specific resources for children and young people (e.g. Dreaming Stories, Totems, Clan Groups, etc). - Co-Lead and participate in the development of all AFSS annual Cultural events and activities |
| <p><u>Key Result Area Four</u></p> <p>Administration and Transparency</p> | <p>Actively manage the completion of administrative tasks including data reporting and the use of AFSS processes and tools to manage workloads and priorities:</p> <ul style="list-style-type: none"> - Submitting high quality quarterly reports that are factual, clear and concise and adequately respond to the information required by the funding body. - Ensuring that all clients contact, and engagement is appropriately documented and recorded on AFSS data collection systems (and other data systems as required) - Making use of the appropriate time keeping processes at AFSS including the Attendance System and the use of Outlook Calendar to record daily movements, meetings and other work-related commitments. - Ensuring that Leave Forms and supporting documentation (Medical Certificates or Statutory Declarations) are lodged within appropriate timeframes. - Provide a monthly report to the manager around all case consultation, direction, and outcomes. |
| <p><u>Key Result Area Five</u></p> <p>Service Excellence and Continuous Improvement</p> | <p>Maintain and model an ongoing commitment to continuous improvement in the provision of services to internal and external customers by:</p> <ul style="list-style-type: none"> - Actively demonstrating a commitment to Service Excellence across AFSS - Demonstrate the ability to function autonomously when required as well as a strong focus on teamwork. - Abiding by AFSS policies and procedures and Strategic Plan - Participating in continual improvement processes across all levels of AFSS - Act as an ambassador for AFSS during all interactions with clients, communities, partner agencies and services. - EEO/Diversity – All AFSS employees must recognise and adhere to the principles of Equal Opportunity. This means being non-discriminatory in all they say and do and recognising and accepting the value of diversity within the AFSS and broader community. - Probity – All AFSS employees must undertake all their duties in an open and honest manner. Employees must never use their position for personal gain either directly or indirectly. AFSS employees are obligated to recognise and report any instances where a conflict of interest may arise either for themselves or other AFSS employees. - Customer Service – All AFSS employees are required to make a commitment to providing the highest level of Customer Service to all those people and organisations that they deal with while undertaking their duties. <p>Continuous Improvement – All employees at AFSS are required to undertake their duties in an environment whereby the commitment to continuous improvement is a core value and accompanies all activities.</p> |
| The Person | Person Specification |
| Qualifications | A qualification in an appropriate social science discipline such as Social Work, Behavioural Sciences, Community Services, Youth Services, and related fields are desirable but not essential. |

Initial.....

Initial.....(CEO)

| | |
|-------------------|--|
| Experience | <p>It is essential that the successful incumbent has:</p> <ul style="list-style-type: none"> - strong cultural and community connections. - demonstrated experience in working with Aboriginal families, as well as Aboriginal organisations. <p>It is desirable that the successful incumbent has:</p> <ul style="list-style-type: none"> - demonstrated experience in Out of Home Care sector. - experience in case management. |
| Skills | <p>It is desirable that the successful incumbent has:</p> <ul style="list-style-type: none"> - the ability to negotiate and relate with stakeholders at all levels and establish and maintain a high degree of cultural and professional credibility. - demonstrated ability to be effective in oral and written expression including the presentation of training and workshop material. <p>It is essential that the successful incumbent has:</p> <ul style="list-style-type: none"> - demonstrated ability to integrate cultural experiences in their practice. - demonstrated ability to effectively communicate with diverse Aboriginal communities on sensitive issues. - interpersonal skills which fosters trust and cooperation of others. - demonstrated ability to work as a member of a team and contribute to a spirit of team cooperation. - demonstrated ability to consult with other agencies. - ability to interpret legislation and policies & procedures and apply to practice. - Computer literacy. |
| WHS | <p>AFSS is committed to WHS across all activities and program areas and all employees are required to actively participate in WHS policies, practices, and procedures.</p> <ul style="list-style-type: none"> - Ensure understanding of and compliance with all current organization policies, procedures and work practices relevant to Occupational Health Safety and Welfare in the workplace - Take personal responsibility for adopting safe work practices in all activities undertaken including ensuring no activities undertaken will adversely affect the health safety and welfare of other persons - Obey all reasonable instructions in relation to health and safety at work - Participate in the development of site and agency based policies and procedures where required <p>All AFSS employees have an obligation to work safely at all times and not endanger their own well-being or the well-being of others. This includes employees at AFSS as well as members of the public. Furthermore all employees are obligated to report any hazardous circumstances or potentially hazardous circumstances as soon as they become aware of them.</p> |
| Knowledge | <p>An in-depth knowledge and working understanding of Aboriginal communities across South Australia and the issues faced by Aboriginal children, young people, families, and communities. A sound knowledge of main family groups across South Australia.</p> <ul style="list-style-type: none"> - It is desirable that the successful incumbent has sound knowledge and understanding of relevant legislation impacting on AFSS work, including the Children and Young People (Safety) Act 2017, Young Offenders Act, Family and Community Services Act, and Adoption Act. |
| Travel | <p>Intrastate travel is a central part of this role and includes a requirement to fly on smaller planes (REX and Sharp).</p> |

Initial.....

Initial.....(CEO)

| | |
|-----------------------------|---|
| Licences / Screening | All AFSS positions require employees to hold a current South Australian Drivers Licence, Safe Environments Through their Eyes, NDIS employment clearance, Working with Children Check (or to obtain these prior to employment with AFSS - there are no exceptions). |
| General | The above is not an exhaustive list of duties and you will be expected to perform different tasks as necessitated by your changing role within the organisation and the overall business objectives of the organisation. |

Signatories

.....

Employees Signature

Signature

Office)

.....

Employers

(Chief Executive

.....

Employees Name

.....

Employers Name

.....

Date

.....

Date

Initial.....

Initial.....(CEO)