

JOB DESCRIPTION

TITLE OF POSITION	Aboriginal Engagement Worker
CLASSIFICATION LEVEL	Level 4 (Salary Packaging Available)
PROGRAM	Foster Care Services

OVERVIEW

Lutheran Care (LC) provides community services on behalf of the Lutheran Church in South Australia and Northern Territory through a range of programs. We support communities through responding to the needs of individuals and families, community development, learning opportunities, accommodation and support. Current programs include emergency relief, financial counselling, family support and education, foster care, housing and family shelter, and refugee services. LCC is committed to reducing barriers encouraging inclusion and participation in the community of people with a disability, people of all ages, Lesbian, Gay, Bi-Sexual, Transgender, Intersex and Queer (LGBTIQ) people, Aboriginal and Torres Strait Islander (ATSI) people and people from Culturally and Linguistically Diverse (CALD) backgrounds. Lutheran Care supports a gender inclusive work environment and adheres to White Ribbon workplace practices.

Our Foster Care Services (FCS) is funded through the Department for Child Protection (DCP) to provide family based foster care services in Metropolitan Adelaide, the Barossa, Adelaide Hills, Fleurieu Peninsular and Murray Mallee regions.

ROLE SUMMARY

The Worker works as part of Foster Care Services team to provide and support culturally inclusive placements for Aboriginal and Torres Strait Islander children and young people in family based care.

REPORTING RELATIONSHIPS AND ACCOUNTABILITY

The Worker reports directly to the Aboriginal Cultural Worker, Foster Care Services and will work collaboratively with leadership and staff to ensure culturally responsive placements.

SPECIAL CONDITIONS

Any offer of employment is subject to;

- A satisfactory Department of Human Services Working With Children Check
- Current certificates in Safe Environments for Children and Young People and Provide First Aid
- Current and unrestricted South Australian Driver's License
- Access to a private roadworthy, registered, roadside assistance and insurance vehicle available for work travel (authorised work travel to be reimbursed at commercial rate)
- Out of hours and weekend work may be required.

CORE BEHAVIOURS/RESPONSIBILITIES

ROLE:	LC STAFF RESPONSIBILITIES AND DUTIES:
Lutheran Care Culture	<ul style="list-style-type: none"> • Model ethical behaviour and practice consistent with the Christian ethos of Lutheran Care as outlined in the Code of Conduct and stated values. • Adhere to and support LC's policies and procedures.
Teamwork	<ul style="list-style-type: none"> • Contribute to maintaining a supportive team environment by communicating with team members, staff and volunteers in a positive and encouraging manner. • Support LC's senior management team's decisions and ensure that instructions are carried out. • Alert the program manager to any emerging issues or critical incidents that may impact upon the growth, stability and sustainability of the relevant program/work area(s). • Attend and actively participate in regular team meetings and forums as required. • Report to the supervisor as required.
Work Health and Safety	<ul style="list-style-type: none"> • Maintain a safe and healthy workplace, identify and act upon potential workplace hazards and identify and implement procedures to manage and minimise risks within your team environment. • Promote and adhere to LC's Work Health and Safety guidelines.
Resource Management	<ul style="list-style-type: none"> • Monitor financial reports, expenditure and budget to meet budgetary requirements. • Maintain records of activities as required for accountability purposes. • Manage resources and risks efficiently and effectively. • Work within established or negotiated financial and time constraints
Continuous Improvement	<ul style="list-style-type: none"> • Contribute to the delivery of high quality services. • Understand and support continuous quality improvement in LC.

CORE BEHAVIOURS/RESPONSIBILITIES

ROLE:	LC STAFF RESPONSIBILITIES AND DUTIES:
Coordinating and Facilitating Events, Groups and Programs	<ul style="list-style-type: none"> • Contribute to the development, planning and delivery of carer connect groups, support groups, playgroups for carers of Aboriginal and/or Torres Strait Islander children. • Assist with planning and facilitation of events that promote and celebrate Aboriginal and/or Torres Strait Islander culture throughout the year. • Promote and facilitate groups and events that enhance positive connection to culture
Resource Development	<ul style="list-style-type: none"> • Develop and provide resources to staff and foster carers with the purpose of increasing cultural competency • Identify and promote resources and materials that ensure Aboriginal and/or Torres Strait Islander children in care grow up with a strong sense of identity and culture. • Assist in identifying opportunities for staff to increase their cultural competency • Develop a calendar of events that encourages a connection to culture for children, carers and staff.
Carer Recruitment and Engagement	<ul style="list-style-type: none"> • Assist with the promotion and recruitment of foster carers to care for Aboriginal and/or Torres Strait Islander children • Provide carers with resources and information to ensure they provide culturally responsive care • Attend external events and promote Lutheran Care as a carer option within the community.
Carer Support	<ul style="list-style-type: none"> • Identify gaps in support and assist in the implementation and facilitation of support mechanisms for carers who are struggling.

PERSON SPECIFICATION

REQUIRED QUALIFICATIONS, SKILLS, KNOWLEDGE, EXPERIENCE AND ABILITIES

- Experience working with children and families
- Excellent skills in community engagement and demonstrated knowledge of the diversity of Aboriginal communities
- Demonstrated knowledge and experience of family based foster care
- Demonstrated experience in the coordinator and facilitation of events
- Ability to promote the development and maintaining of Aboriginal cultural identity and connections
- Knowledge of networks and resources available to assist carers to connect children to their culture and community
- Excellent computer skills and knowledge of the Microsoft suite of programs
- Ability to work in consultation and cooperation with a team
- Excellent communication skills
- Planning and organisational skills and an ability to meet deadlines

ATTRIBUTES THAT ARE DESIRABLE, BUT NOT ESSENTIAL

- Tertiary qualifications in community services, social work or related discipline
- Ability to critique and provide advice on policies and procedures.

Employee: _____ Witness: _____ Date: _____