

JOB DESCRIPTION

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

OVERVIEW

Lutheran Care provides community services 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 disability support. Current programs include emergency relief, financial counselling, family support and education, foster care, homelessness and housing and, NDIS disability services. Lutheran Care is committed to reducing barriers encouraging inclusion and participation in the community of people all ages, genders, Lesbian, Gay, Bi-Sexual, Transgender, Intersex and Queer (LGBTIQ) people, Aboriginal and Torres Strait Islander (ATSI), Culturally and Linguistically Diverse (CALD) backgrounds and those with a disability.

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

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CORE BEHAVIOURS/ RESPONSIBILITIES

ROLE:	LC STAFF RESPONSIBILITIES AND DUTIES:
Lutheran Community 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 LCC.

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CORE BEHAVIOURS/RESPONSIBILITIES

ROLE	RESPONSIBILITIES AND DUTIES SPECIFIC TO THE ROLE:
Service development	<ul style="list-style-type: none"> ▪ Promote strategies and practice for a service model which provides Aboriginal children and young people in care with appropriate and culturally responsive placements. ▪ Assist every function within Foster Care Services in providing cultural responsive placements ▪ Deliver training to staff and foster carers to enhance the provision of culturally responsive services ▪ Develop and provide resources to staff and foster carers with the purpose of increasing cultural competency, including the promotion of events ▪ Identify and promote practices that ensure children and young people in care grow up with a strong sense of identity and culture.
Placement of Aboriginal Children and young people in care	<ul style="list-style-type: none"> ▪ Provide consultation on cultural considerations to placement coordinators for referrals of Aboriginal children and young people ▪ Assist in the development of cultural plans for Aboriginal children and young people to connect with family and culture ▪ Promote the Aboriginal Child Placement Principle at all levels within the program. ▪ Ensure services within Foster Care Services are responsive to children and young people's needs.
Carer Recruitment and Retention	<ul style="list-style-type: none"> ▪ Assist with the promotion and recruitment of foster carers to care for Aboriginal children and young people ▪ Promote and encourage carers to actively support Aboriginal and Torres Strait Islander children and young people. ▪ Deliver training to foster carer applicants and existing foster carers who are considering caring for Aboriginal children and young people. ▪ Provide carers with resources and information to ensure they provide culturally responsive care ▪ Promote and facilitate groups and events that enhance positive connection to culture for children and young people in care ▪ Assists and contributes toward the assessment of foster carers wanting to provide care to Aboriginal children and young people
Networks	<ul style="list-style-type: none"> ▪ Develop and maintain key relationship networks to achieve goals and improve outcomes for children and young people in care ▪ Develop and maintain relationships with DCP offices and Principal Aboriginal Consultants within DCP ▪ Enhance connections with Aboriginal communities and Elders ▪ Communicate effectively to engage and establish rapport with clients and team members. ▪ Promote, facilitate and model positive collaboration between agencies and sectors.

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PERSON SPECIFICATION

REQUIRED QUALIFICATIONS, SKILLS, KNOWLEDGE, EXPERIENCE AND ABILITIES

- Extensive 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
- 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
- Demonstrated ability to promote the importance of Aboriginal children being connected to family and culture
- Excellent computer skills and knowledge of the Microsoft suite of programs
- Ability to work in consultation and cooperation with a team
- Excellent skills in interagency liaison and communication skills
- Demonstrated experience in facilitating group education and social learning
- Planning and organisational skills and an ability to meet deadlines
- Strong written skills and ability to write succinct reports.
- Experience working with the Step by Step (2016) Assessment framework or willingness to become an accredited assessor

ATTRIBUTES THAT ARE DESIRABLE, BUT NOT ESSENTIAL

- Tertiary qualifications in community services, social work or related discipline
- Certificate IV in Training and Assessment or willingness to work toward
- Ability to critique and provide advice on policies and procedures.
- Knowledge and experience in delivering Shared Lives foster carers training

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.

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Staff will be consulted over major changes to their position descriptions, however, duties and responsibilities may vary from time to time to maintain “Best Practice” standards of service delivery. You may be assigned other duties as reasonably requested within your level of skills and qualifications.

I have received, reviewed and fully understood the job description. I further understand that I am responsible for the satisfactory execution of the essential functions described therein, under any and all conditions as described.

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