

Position Description

Title	Youth AOD Aboriginal Cultural Advisor
Business Unit	Gippsland Youth Residential Rehabilitation Program / AOD, Mental Health & Carer Services
Country/Location	Gunaikurnai Country, Northern Avenue, Traralgon
Employment type	Part Time, Ongoing
Reports to	Manager, Gippsland Youth Residential Rehabilitation Program

About Uniting

Uniting Vic.Tas is the community services organisation of the Uniting Church. We've been supporting people and families for over 100 years. We work alongside people of all ages in local communities in Victoria and Tasmania. Our services reach to Albury-Wodonga in the north, Mallacoota in East Gippsland, the Wimmera region in the west, and across Tasmania.

We empower children, young people and families to learn and thrive. We're there for people experiencing homelessness, drug and alcohol addiction or mental illness. We support people with disability to live the life they choose. We assist older people to maintain their independence and enjoy life. We provide opportunities to access training and meaningful employment. We're proud to welcome and support asylum seekers to our community. We work to empower people with the information, skills and tools they need to live a healthy, happy life.

As an organisation, we work in solidarity with Aboriginal and Torres Strait Islander people as Australia's First Peoples and as the traditional owners and custodians of this land.

We celebrate diversity and value the lived experience of people of every ethnicity, faith, age, disability, culture, language, gender identity, sex and sexual orientation. We welcome lesbian, gay, bisexual, transgender, gender diverse and non-binary, intersex, and queer (LGBTIQ+) people at our services. We pledge to provide inclusive and non-discriminatory services.

Our purpose: To inspire people, enliven communities and confront injustice

Our values: We are imaginative, respectful, compassionate and bold

1. Position purpose

The Youth AOD Aboriginal Cultural Advisor supports young people that are entering Gippsland youth residential withdrawal and/ or rehabilitation program (GYRRP). The role of the worker is to provide a culturally safe services and increase accessibility to Aboriginal people. The position supports GYRRP employees to improve their understanding of Aboriginal consumers, their substance use problems, and mental health issues to create a culturally safe and welcoming environment. The Aboriginal Liaison Worker plays a key stakeholder relationship role with Aboriginal services and is responsible for supporting the Uniting's Reconciliation Action Plans and improving service access for Aboriginal consumers.

2. Scope

Budget: nil

People: nil

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3. Relationships

Internal

- Manager
- Team Leader
- Youth AOD support workers
- Youth AOD Case Manager
- Nurse/s
- Other Uniting/ GYRRP staff
- RAP committees
- Young people
- Business partners and support services

External

- DFFH
 - Department of Justice
 - VACCHO
 - VACCA
 - VAHS
 - Other relevant Aboriginal and Torres Strait Island organisations
-

4. Key responsibility areas

Primary Objectives

Working under general direction from management, the Youth AOD Aboriginal Cultural Advisor is responsible for the application of knowledge and skills to achieve best outcomes.

- Promoting enhanced cultural competency amongst GYRRP staff.
- Support capacity building within the GYRRP team through the provision of specialist cultural expertise and advice in identifying, recognising, and responding to First Nations people
- Providing guidance and support, including secondary consultations to assist employees in their understanding of the impact of Aboriginal culture on a consumer's treatment and engagement experience.
- Informing policy development and contributing to improvement of service delivery cultural safety standards being delivered to Aboriginal peoples as identified through continuous quality improvement practices
- Identify, establish and further develop intra and inter agency processes and practices that support high quality responses to First Nations individuals and families
- Building, enhancing, and maintaining agency relationships with significant Victorian Aboriginal services, programs, and workers.
- Enhancement of referral pathways that provide a more integrated and collaborative health and human service system response to First Nations people
- Actively promoting and adhering to the Uniting's Child Safety policy and procedures to assist Uniting to maintain a child safe organisation and support colleagues to engage in child safe practices.

Strategic Focus

The Youth AOD Aboriginal Cultural Advisor supports the development of more culturally safe and inclusive response for First Nations people at GYRRP. This will be achieved through a broad set of activities that aim to improve service and system access; practice development and effective service responses; and workforce development and support. These activities include:

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- Identification of emerging trends needs and gaps in service delivery and practice issues, and to use this knowledge to generate changes in systems and approaches, including initiating and contributing to the development of relevant policies, protocols and procedures.
- Improving the quality and cultural appropriateness of assessment and interventions in AOD services for First Nations people
- Developing the capacity of the AOD workforce to work effectively with the First Nations clients, including secondary consultation, and identifying the need for, participation in, and/or deliver relevant training and professional development activities.
- At the local level, support the implementation of Uniting's Reconciliation Action Plan through the review, development and implementation of relevant policies and procedures

Personal accountability

- Compliance with Uniting's values, code of conduct, policies and procedures and relevant government legislation and standards where relevant.
- Cooperate with strategies to actively ensure the safety, protection and well-being of children who come into association with us.
- Ensure appropriate use of resources.
- Work collaboratively with Uniting (Victoria Tasmania) employees and external stakeholders in accordance with Uniting's values and professional standards of behaviour.
- Actively participate in initiatives to maintain, build upon and promote a positive and collaborative workplace.
- Identify opportunities to integrate and work collaboratively across teams.
- Take reasonable care for your own health and safety, and health and safety of others (to the extent required).
- Promote a positive safety culture by contributing to health and safety consultation and communication.
- Promptly respond to and report health and safety hazards, incidents and near misses to line management
- Attend mandatory training sessions (i.e. equal employment opportunity, health, and safety) and mandatory training specific to position.
- Declare anything that you become aware of through the course of your engagement which may impede your suitability to work with children and/or young people.
- Declare any potential or actual conflict of interest that you become aware of through the course of your engagement:
 - Based on a relationship with a current member of Uniting's workforce
 - Based on my ongoing work with another organisation

Administration

- Preparation of reports
- Actively contribute to the achievement of quality improvement, both in terms of individual and program performance by encouraging an environment where high quality work is achieved and supported by the adherence to/development of quality systems documentation
- Adhere to and keep informed of all relevant legislative compliance requirements, and report any perceived breaches, risks, hazards, incidents and complaints to line Manager or other appropriate person

5. Person specification

Qualifications

- Bachelor or Diploma level or relevant tertiary or TAFE qualifications or an equivalent combination of qualification and experience
- Aboriginal and/or Torres Strait Islander background with significant experience working with Aboriginal clients and/or services

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Experience

- Sound knowledge and understanding of Aboriginal and/or Torres Strait Islander diverse peoples, cultures, and practices.
- Knowledge and understanding of Victorian Aboriginal services and communities.
- Empathy Experience working with people whose lives have been affected by unresolved trauma, disconnection, displacement, problematic alcohol, and other drug use/ and or mental health disorders.
- Experience through previous roles and appointments to undertake the activities required

Core selection criteria

- **Values alignment:** ability to demonstrate and authentically promote Uniting's values.
- Demonstrated ability to provide safe environments for children and young people and protect them from abuse and neglect.
- Sound knowledge and understanding of Aboriginal and/or Torres Strait Islander diverse peoples, cultures, and practices.
- Knowledge and understanding of Victorian Aboriginal services and communities.
- Demonstrated understanding and experience in working with Aboriginal and/or Torres Strait Islander peoples and families in non-governmental organisations (NGOs).
- Experience in the provision of cultural services and training to clinical employees.
- Highly developed written and verbal communication and negotiation skills (including the ability to resolve conflict and solve complex problems) with a range of people, including service users, families, General Practitioners, mental health professionals and other key stakeholders.
- Experience with, and experienced at community engagement, with the ability to collaborate effectively with stakeholders and other service providers in forging and maintaining strong partnerships.
- Self-motivated, with the ability to take initiative and work independently as well as part of a multi-disciplinary team.
- Current Victorian Driver's License

6. We are a child safe organisation

Uniting is a child safe organisation and is committed in everyday practice to ensure the safety and wellbeing of all children, at all times. As a child safe organisation, employment with Uniting is subject to a satisfactory national (and international where relevant) police check and relevant Working With Children Check (and NDIS Worker Screening Check where relevant) to your State prior to commencement of any paid or unpaid work and/or participation in any service or undertaking.

This position description is subject to review and may change in accordance with Uniting's operational, service and consumer requirements.

7. Acknowledgement

I have read, understood, and accepted the above Position Description

Employee

Name:

Signature:

Date: