



Cultural Practitioner

Kinship Care & Family Based Foster Care Services

Salary Range - \$97,397 to \$101,804

Full Time – 18 Months

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

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 & Foster 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 foster 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 Ilana Armon on 0409 886 290 **(Mon-Fri, 9am-5pm)**

Applications close 9 am Saturday 2 November 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.

Position Details	
Position	Cultural Practitioner
Program	Kinship Care & Family Based Foster Care Services
Classification	Social, Community, Home Care and Disability Services Industry Award 2010 Level 5
Hours	Full Time
Hours per week	38 Hours per week
Duration	18 Months
Fixed term / maximum term end date	Not applicable.
Location	Metropolitan Adelaide
Reporting Relationships	The Kinship & Foster Care Cultural Practitioner reports directly to the Family Based Care Manager, who reports to the Senior Managers who reports to the Chief Executive.
Effective date	August 2024
Funding Sources	Department for Child Protection
Mandated Notifier	Aboriginal Family Support Services provides residential care services for children, and the incumbent, like all employees, is a Mandated Notifier as prescribed by the Children and Young People (Safety) Act 2017 (SA).

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Program Overview	
<p>AFSS is committed to ensuring relevant and appropriate cultural services are provided to Aboriginal children and young people living in Out of Home Care.</p> <p>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.</p>	
Position Objectives	
<p>The role of Kinship & Foster 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 Kinship & Foster Care 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 and all kinship carers • Responsible for developing cultural plans for all Aboriginal children and young people in kinship care. • Developing cultural support plans for FBC carers • Collaborating closely with the Manager and Practitioner to ensure KPI’s are met, and service excellence is maintained. 	
Job Specifications	
Key Result Areas	<p>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.</p>
<p><u>Key Result Area One</u></p> <p>Cultural Responsiveness, Practice & Training</p>	<p>In close consultation with AFSS Family Based Care Manager, Practitioner, and the FBC team, the Cultural Practitioner will ensure the development of cultural competency, cultural safety, and cultural awareness.</p> <ul style="list-style-type: none"> • Provide cultural support/consultation and training to the FBC team and Family Based 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. • 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.

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	<ul style="list-style-type: none"> • 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 family-based 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>Community and Cultural Engagement</p>	<p>In consultation with Family Based 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 Family Based 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 Carer 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. • 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.

	<ul style="list-style-type: none"> • 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. • 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>Person Specifications</p>	
<p>Physical Requirements</p>	<ul style="list-style-type: none"> • This position requires regular home visiting, office based and meetings outside of the office. This may require travel, walking up stairs or parking and walking some distances and requires the ability to operate standard equipment and keyboards. • While performing the duties of this job, the employee may be regularly required to sit, stand, walk, talk, see, and hear. • Performing administrative duties that require use of a phone, computer, monitor, keyboard, and mouse.

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	<ul style="list-style-type: none"> • Standing or sitting for periods as required. • Speaking clearly so listeners can understand. • Undertaking light manual tasks that may involve forward or backward bending/twisting at the waist, pushing, pulling, lifting light objects, including shopping bags etc. • Driving an AFSS vehicle, in accordance with WHS requirements below.
Psychological Requirements	<ul style="list-style-type: none"> • Self-management – Ability to plan, Prioritise and organise your workload in a way that contributes to successful outcomes. • Able to remain calm whilst managing multiple tasks effectively. • Ability to adapt and respond appropriately in changing situations or when under pressure. • Be able to work under tight deadlines. • The employee must maintain emotional control under stress. • Ability to appropriately communicate with staff at all levels. • Ability to display a positive and helpful attitude. • Ability to take initiative, work independently and work with minimal supervision. • While performing the duties and responsibilities, needs to execute a set of manners, behavioral disposition, and etiquette. • Able to focus and be productive. • Excellent problem-solving skills and attention to detail. • Effective time management • Leadership requires wide range of Psychological Skills Including Strategic Thinking, Problem Solving, Communication and emotional Intelligence. • Problem-solving skills - Identify the problem and generate possible solutions.
Qualifications	<p>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.</p>
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.

	<ul style="list-style-type: none"> • 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 compliance with all current organization policies, procedures, and work practices relevant to workplace 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. • Follow the procedure regarding the use of AFSS vehicles in the workplace • To drive safely, in accordance with Australian Road Rules, SA (or other state if applicable) • To assist in maintaining AFSS vehicles in a safe condition, to conduct visual vehicle inspections, report suspected or unsafe vehicle conditions and to demonstrate safe driving practices to other road users. • All AFSS employees have an obligation to always work safely 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>The incumbent must be fit to undertake the tasks of their role and be able to maintain this throughout their employment and will be required to report any condition, physical or psychological, or medication that impact their capacity to safely fulfil their role.</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> <p>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.</p>
Travel	<p>Intrastate travel is a central part of this role and includes a requirement to fly on smaller planes (REX and Sharp).</p>
Licences / Screening	<p>This position requires the incumbent to hold and maintain:</p> <ul style="list-style-type: none"> • Valid and full South Australian Driver's Licence • Safe Environments for Children and Young People Certificate • Working with Children Check • NDIS Worker Screening Check clearance • National Police Check
General	<p>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.</p>

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Acceptance of Job and Person Specifications

Employee

Name:	
Signature:	
Date:	

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