

Wathaurong Position Description			
Position Title	Community Strengthening Facilitator (Men) – Journey Walker	Contract	Full-Time, Ongoing
Identified Position	Yes - This is a special measures role and only Aboriginal and/or Torres Strait Islander peoples are eligible to apply		
Business unit	Community Strengthening, Office of the Deputy CEO (Interim)		
Award	Social, Community, Home Care and Disability Services Industry Award 2010		
Classification	Social & Community Services Employee – Full-Time, Level 4		
Reports to	Community Strengthening Manager		
Direct Reports	N/A		

Wathaurong Aboriginal Cooperative	
	<p>Wathaurong was formed by Community in 1978 as a place of common ground where Aboriginal people could be together and share in a sense of Community, with formal registration in 1980 to support the social, economic, and cultural development of the local Aboriginal Community. Wathaurong is an Aboriginal Community Controlled Organisation governed by an Aboriginal Board who are elected through the Annual General Meeting process annually, with their Chief Executive Officer to operationalise the strategic directives of the Board.</p> <p>Wathaurong operate on the traditional lands of the Wadda Wurrung, Boonwurrung, Gulidjan and Gabudanud peoples. Our support focuses on the local government areas of Geelong, Wyndham, Golden Plains, Colac Otway, Surf Coast and Queenscliff.</p>
<small>(Pictured - Wathaurong Service catchment area)</small>	

Purpose of the Role
<p>The Community Strengthening Team is responsible for creating safe spaces for the whole of community to connect through Culture, Spirit and Supports. The team’s priority is to ensure community are: connected, supported in their healing journey, self-determining of their supports and needs, and feel safe to access Wathaurong’s services and programs. This is a new initiative which will enhance the integrated family violence service system in the Barwon region. The intended community impact of the service is reducing barriers for Aboriginal community members accessing support services when they are impacted by or using family violence. Intended outcomes for the service include enhanced understanding and</p>



Co-Op

Purpose of the Role
<p>accountability for using violence, with the view to improve safety, emotional wellbeing, empowerment, self-advocacy, trust and confidence in the family violence service system, confidence to seek help when needed, and cultural identity and connection to community.</p> <p>The Community Strengthening Facilitator (Men) is also known as a Journey Walker. The role walks alongside Aboriginal and Torres Strait Islander community members impacted by, or using, family violence. The role may work across a family or with broader community members. The purpose of the position is to:</p> <ul style="list-style-type: none">• Encourage community members to navigate services by breaking down barriers and demystifying processes.• Advocate for community members and empower them to engage safely and meaningfully with services.• Identify the unique needs of community members, refer them to additional services and provide brokerage as needed.• Provide culturally safe and grounding services and supporting community members to connect with culture and community. <p>Community Strengthening Facilitators will not be case managers but will instead focus specifically on breaking down barriers to accessing services, early intervention, and healing.</p>

Primary Responsibilities
<p>The duration, nature and extent of support provided by Journey Walkers will vary between community members, depending on their unique wants and needs. The Community Strengthening Facilitator (Men) – Journey Walker will be responsible for:</p> <ul style="list-style-type: none">• Engaging directly with community members across a range of settings, including attending community events.• Meeting with community members and listening to their story to determine relevant eligibility for services and needs (e.g., brief or intensive support).• Undertaking MARAM comprehensive risk assessments and developing safety plans, or validating existing assessments.• Goal setting and working with the community member to understand their needs and goals.• Explaining relevant data collection processes and information sharing obligations.• Providing brokerage as needed, with a focus on cultural strengthening, local and community services, and undertaking necessary assessments and record keeping relating to brokerage.• Advocating for community members when engaging with other services.• Checking-in with community members on a regular basis, and following engagement with the service on a semi-regular basis.• Collaborating with other Journey Walkers in the context of other family members.• Building resilience and independence when transitioning the community member out of the Journey Walking Service.• Touching base with community member 6 months after they have transitioned out of the service to check in.• Support projects that assist our Community to connect and learn about culture and history, including celebration of events and milestones.



Selection Criteria

Essential

- Identify as Aboriginal and/or Torres Strait Islander.
- Be known to and respected in the community.
- Sound knowledge of Aboriginal Culture, issues affecting Aboriginal people, and Aboriginal Service Sector.
- Hold, be working towards or be willing to commence, a Graduate Certificate of Family Violence (with the support of Wathaurong).
- Knowledge of safe and appropriate culturally centred practices for Aboriginal and/or Torres Strait Islander focused services, including employment of Aboriginal and/or Torres Strait Islander people.
- Demonstrated understanding of social, physical, economical, and cultural strengths and challenges affecting Aboriginal communities and their ability to access adequate and quality services.
- Understanding of the purpose and expectations of the Victorian Child Safe Standards and demonstrated commitment to contributing to a child safe organisation in both practice and culture.

Desirable

- Lived experience of family violence who have the above qualifications and attributes will be encouraged to apply.
- Have experience or interest in working with Aboriginal community members impacted by family violence.
- Have experience and expertise in working with men affected by family violence.
- A commitment to the family centred approach and the family strengthening and empowerment models of practice.
- An understanding of the MARAM (Multi-Agency Risk Assessment and Management) framework, the Family Violence Act (2008) and the Child Youth and Family Act (2005).
- Computer literacy.
- Excellent interpersonal skills with ability to develop positive stakeholder relationships and communicate with diverse individuals in a culturally appropriate manner.
- Strong written communication skills including a high level of accuracy, record keeping, and report writing abilities.
- Ability to work effectively and cooperatively as part of a team and follow processes.
- Demonstrated experience working with Aboriginal Community Controlled Organisations.

Conditions of Employment

- Must pass a National Police Record Check.
- Must pass and hold a Working With Children Check throughout the period of employment.
- Must hold a current Driver Licence.
- Must pass safety screening checks as required based on the position and/or as requested by the funding body.
- All positions are subject to funding.
- All positions are subject to an initial six (6) month probationary period.
- Other terms and conditions are in line with the relevant industrial instrument and internal policies.



Wathaurong's Commitment to Safety

Wathaurong is committed to providing a child safe environment. We have zero tolerance of any abuse or maltreatment of children. We report any allegations and wellbeing concerns to authorities.

Physical requirements & environmental conditions of the role

The following table identifies the physical and psychological work environment characteristics that are inherent requirements of the role. Where possible, Wathaurong will make reasonable adjustments to enable individuals with disabilities to perform the essential functions of their roles.

A signed pre-existing condition declaration form is required to be completed prior to commencing in this role

<i>Required activities / working environment</i>	<i>Frequency</i>
Computer based tasks, sedentary position, office based	Sometimes
Repetitive manual tasks	Often
Driving, in & out of vehicles	Often
Lifting/moving equipment	Sometimes
Walking, climbing stairs, bending	Sometimes
Working alone or at a co-located site	Sometimes
Confrontational/confronting situations <i>(Due to the nature of our work, there may be times when staff are exposed to behaviour, language and/or situations that can be confronting)</i>	Sometimes
Working outside in differing weather conditions	Often
Attending external locations including client homes	Sometimes

Position Description Acceptance

Signed by the Employee:

I have read and understood the above and agree to carry out the duties listed in my Position Description.

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Name

Signature

Date