



Njernda - To know our living culture  
Njernda Aboriginal Corporation

**NJERENDA ABORIGINAL CORPORATION**

**POSITION DESCRIPTION**

**Aboriginal Practice Leader  
(Identified position)**

**PURPOSE OF THE ROLE**

The Aboriginal Practice Leader (APL) is a culturally confident leadership role within The Orange Door (Loddon) and Njernda Aboriginal Corporation. The role ensures Aboriginal children, families and communities experiencing family violence, child wellbeing concerns and complex needs receive culturally safe, trauma-informed and self-determined responses. The APL provides specialist cultural leadership, secondary consultation and mentoring to embed Aboriginal ways of knowing, being and doing across The Orange Door workforce. As a member of both The Orange Door Team and the Njernda Family Services Team, the role strengthens cultural governance, community accountability and connection between mainstream systems and Aboriginal community-controlled leadership.

Within the Orange Door reform environment, the APL ensures Aboriginal voices are upheld, practice aligns with legislative and integrated frameworks, and systems are influenced to reduce barriers and systemic harm.

<b>Position Details</b>	
Position Title:	Aboriginal Practice Leader
Location / Department / Division:	The Orange Door co locations Bendigo HUB, Echuca Access point and Njernda
Reports to:	Family Safety Co-Ordinator
Positions reporting to this role:	0
Hours:	37.5 hours per week, full time
Budget / Funding:	Aboriginal Frontline Family Services. Code 302015
Award and Pay Grade / Level:	Award: Social, Community, Home Care and Disability Services Industry Award 2010 Level / Grade: 7
Pay Point classification (if applicable)	Pay point: 1
Position Description last	12.02.2026

reviewed:

### Key Accountabilities

- Lead culturally safe, integrated practice for Aboriginal children, families and perpetrators.
- Embed Aboriginal ways of knowing, being and doing across The Orange Door.
- Model cultural authority, ethical practice and reflective accountability.
- Provide expert secondary consultation on complex and high-risk cases.
- Support practitioners to ensure culturally responsive, legislatively compliant practice.
- Mentor and build practitioner capability in culturally safe service delivery.
- Contribute to reflective practice and professional learning.
- Strengthen partnerships with Aboriginal organisations and governance groups.
- Promote Aboriginal voice, choice and self-determination in service pathways.
- Promote culturally safe practices and drive system improvements
- Maintain accurate records and uphold legislative, privacy and safety requirements.
- Provide strategic advice on culturally responsive practice and risk.
- Participate in supervision and organisational processes.
- Any other relevant duties, within scope of skill level and training, as required by your manager from time to time.

### Organisational Responsibilities

- Positively promote Njernda within and externally to the organisation
- Comply with the Njernda Code of Conduct
- Each employee has a responsibility to comply and promote practices with all Njernda policies and procedures and familiarise themselves with those relevant to their position
- Comply with relevant registration bodies mandatory continuing professional development requirements as applicable, but not limited to case reviews, staff meetings, planning forums, service reviews and the integration of client feedback
- Carry out all work and interactions in alignment with Njernda values
- Apply the highest level of confidentiality, understanding that confidentiality is an imperative for clients, their families, fellow employees and Njernda Aboriginal Corporation.
- Commitment to ensuring a culture of child safety, preventing child abuse, and abiding by the child safety principles
- Each employee has a responsibility to comply with and promote relevant legislation and professional standards in relation to safety, quality and risk relevant to their position
- Each employee has a responsibility to comply with and promote compliance with their industry standards and relevant regulatory requirements
- Participate in performance appraisal and supervision processes
- Follow all work / occupational health and safety policies and procedures associated with conducting activities on or offsite

<b>Njernda Values</b>	
All staff are expected to behave in a way that is in alignment with our values:	
<b>Respect</b> 	Establish relationships based on respect and trust. Treats people with dignity, fairly and openly. Demonstrates personal standards of consistency, tolerance and patience.
<b>Accountability</b> 	Taking ownership and initiative of Njernda values to ensure trusted collaborations are formed. Be thoughtful of the impact of one's own behaviour on others.
<b>Resilience</b> 	Encouraging cultural and spiritual growth to enable personal growth
<b>Advocacy</b> 	Working to transform the disadvantaged and challenge the causes that impact on our community.
<b>Cultural Sensitivity</b> 	Welcoming and serving our community with understanding and without judgement.

<b>Key Relationships</b>	
Internal	External
Managers	Community Members, Elders and Clients
Human Resources/Finance and corporate	Department of Justice, DFFH
Other departments within Njernda	Other ACCO's, Aboriginal services and mainstream services
Family Safety Team	Partner Agencies
<b>Selection Criteria</b>	
<b>Essential:</b>	
This is an Aboriginal and/or Torres Strait Islander identified position.	
<b>Qualifications</b>	
<ul style="list-style-type: none"> <li>Relevant qualifications in Social Work, Community Services or related fields, and/or extensive relevant experience.</li> <li>Willingness to complete further study if required under Mandatory Minimum Qualifications (Rec 209 – Royal Commission into Family Violence).</li> </ul>	
<b>Skills</b>	
<ul style="list-style-type: none"> <li>Highly developed relationship-building and negotiation skills.</li> <li>Strong analytical and organisational capability.</li> <li>Ability to influence system reform and drive cultural change.</li> <li>Initiative, accountability and professional integrity.</li> <li>Capacity to work collaboratively and foster team cohesion.</li> </ul>	

<ul style="list-style-type: none"> <li>• Strong knowledge of Aboriginal culture, Local community aspirations and self-determination principles.</li> </ul>
<ul style="list-style-type: none"> <li>• Experience in family violence, child and family services and/or perpetrator interventions</li> </ul>
<ul style="list-style-type: none"> <li>• Demonstrated ability to provide cultural leadership and specialist practice advice.</li> </ul>
<p><b>Experience</b></p>
<ul style="list-style-type: none"> <li>• 3 years of experience</li> </ul>
<p><b>Satisfactory evidence of:</b></p> <p>Pre-employment checks not limited to at least two professional referee reports, proof of identity and qualifications, National police check, Working with Children’s Check, full Victorian driver’s license, disclosure of any pre-existing illness / injury and vaccination status, negative alcohol and drug screening assessment, in line with Njernda’s policy and procedure, and as applicable – eligibility to work in Australia, professional/regulatory licenses, registration and current good standing, and clearance on aged care banning orders.</p>
<p><b>Desirable:</b></p>
<ul style="list-style-type: none"> <li>• Advanced knowledge of MARAM, Best Interests Framework, and Victorian family violence service systems.</li> </ul>
<ul style="list-style-type: none"> <li>• Experience contributing to coordinated responses, audits, or quality improvement processes.</li> </ul>

**TERMS & CONDITIONS OF EMPLOYMENT:**

Terms and conditions are in accordance with the Contract of Employment.

I acknowledge that I have received a copy of this position description. I have read (or have had read to me) and understand the requirements of this position. I agree to work in accordance with this position description.

Signed: \_\_\_\_\_ Date: / / \_\_\_\_\_

Print Name: \_\_\_\_\_

PLEASE KEEP A COPY OF THIS POSITION DESCRIPTION FOR YOUR RECORDS

cc: Employee File