



Njernda Aboriginal Corporation

NJERENDA ABORIGINAL CORPORATION

POSITION DESCRIPTION

Bringing Them Home (BTH) Worker

This is an identified position

PURPOSE OF THE ROLE

The Bringing Them Home Worker (BTH) role and Project aim to strengthen social and emotional wellbeing by providing counselling, healing activities and/or other social and emotional wellbeing supports to Aboriginal and Torres Strait Islander people, prioritising the needs of members of the Stolen Generations and their families. The BTH worker will support individuals, families and communities, which in turn may enhance pathways to education and employment and reduce substance abuse, violence and contact with the criminal justice system.

Position Details	
Position Title:	Bringing Them Home (BTH) Worker
Location / Department / Division:	Youth and Well-being
Reports to:	Youth and Wellbeing Coordinator
Positions reporting to this role:	NIL
Hours:	37.5 Hours per week – Full Time
Budget / Funding:	IAS Safety and Wellbeing - 402013
Award and Pay Grade / Level:	Award: SCHADS Award Level / Grade: 3
Pay Point classification (if applicable)	Pay point: 1
Position Description last reviewed:	11 February 2026

Key Accountabilities

Primary Responsibilities

- Deliver culturally safe, trauma-informed services that support Aboriginal and Torres Strait Islander people within region on their healing journeys, fostering reconnection to Community, Country, culture, and identity.
- Prioritise service delivery to members of the Stolen Generations.
- Provide brief interventions and short-term counselling support and facilitate referrals to ongoing counselling or mental health services where required.
- Support clients with family tracing and historical research and refer to specialist research services when appropriate.
- Plan, facilitate, and deliver therapeutic group programs and coordinate inclusive community events that acknowledge and commemorate significant Stolen Generations dates.
- Develop, maintain, and distribute search packs to support clients and other Aboriginal and Torres Strait Islander people commencing their research and reunification journeys.

- Refer clients to relevant internal and external services, including government and non-government agencies, research organisations, mainstream mental health services, and specialist support services such as alcohol and other drug services.
- Design and deliver culturally responsive group activities and healing workshops that promote wellbeing, strengthen Aboriginal and Torres Strait Islander identity, and enhance connection to the community.
- Work collaboratively within a multidisciplinary wellness and recovery team, including Aboriginal Health Workers, counsellors, outreach workers, and therapeutic practitioners.
- Consult with Echuca and surrounding community members, Aboriginal staff, and cultural consultants to ensure programs and services are culturally appropriate and community informed.
- Respond to referrals promptly, triaging, and prioritising clients according to need.
- Develop, maintain, and manage resources relevant to the Bringing Them Home client cohort.
- Promote community awareness and education regarding the history and ongoing social, emotional, and health impacts of forced removals.
- Maintain accurate, timely, and comprehensive client records and prepare reports as required.
- Ensure secure file management and compliance with privacy legislation, organisational policies, and data governance requirements.
- Accurately document all client contacts and outcomes within our case management system.
- Uphold and actively contribute to the standards and culture of a child-safe organisation.
- Engage in relevant training, professional development opportunities, forums, and conferences to support culturally appropriate practice.
- Collaborate with Njernda staff to plan, coordinate, and deliver education sessions, forums, and community activities.
- Establish and maintain strong referral pathways with counsellors, psychologists, psychiatrists, traditional healers, and other relevant health professionals.
- Provide client advocacy where required.
- Participate in relevant networks, forums, and taskforces.
- Coordinate and support commemorative events related to the Stolen Generations, including National Sorry Day and Apology Day.
- Conduct outreach activities and deliver public information and education sessions
- 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

Njernda Values

All staff are expected to behave in a way that is in alignment with our values:	
Respect 	Establish relationships based on respect and trust. Treats people with dignity, fairly and openly. Demonstrates personal standards of consistency, tolerance, and patience.
Accountability 	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.
Resilience 	Encouraging cultural and spiritual growth to enable personal growth
Advocacy 	Working to transform the disadvantaged and challenge the causes that impact on our community.
Cultural Sensitivity 	Welcoming and serving our community with understanding and without judgement.

Key Relationships

Internal	External
Njernda services	Link Up Department of Health External ACCOs VACCHO Mental Health Services VACCA Echuca Regional Health

Selection Criteria

Essential:
Qualifications <ul style="list-style-type: none"> Diploma level qualification or higher in Community Services, Alcohol and Other Drugs, Counselling, or a related discipline.
Skills <ul style="list-style-type: none"> Demonstrated knowledge of the history of forced removals of Aboriginal and Torres Strait Islander peoples, including the Stolen Generations, and a strong understanding of the ongoing intergenerational and contemporary impacts of these policies. Sound understanding of the social, cultural, economic, physical, and systemic barriers faced by Aboriginal communities, particularly in accessing safe, appropriate, and high-quality services.

- Well-developed individual case management skills, including culturally appropriate assessment, trauma-informed practice, crisis intervention, and responsive support planning.
- Proven experience delivering counselling, healing approaches, and social and emotional wellbeing services, particularly in relation to grief, loss, trauma, identity, and disconnection from culture and community.
- Strong knowledge of relevant regional and statewide services, including mental health and wellbeing, legal, and therapeutic counselling supports.
- Demonstrated capability in facilitating trauma-informed group programs in culturally safe ways.
- Highly developed verbal and written communication skills, with the ability to engage effectively with clients, families, communities, and service partners.
- Proven ability to work collaboratively and respectfully within multidisciplinary teams.
- Comprehensive understanding of culturally safe, Aboriginal and Torres Strait Islander-centred practice, including principles that support the employment and empowerment of Aboriginal and Torres Strait Islander peoples.
- Clear understanding of the Victorian Child Safe Standards and a demonstrated commitment to upholding child safety in both organisational culture and professional practice.

Experience

- 2 years' experience in this role or a similar role.
- Experience working in an ACCO.

Satisfactory evidence of:

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.

Desirable:

- Formal qualifications in Counselling, Psychology, Social Work, Mental Health, or a closely related field, with a minimum requirement of a Certificate IV obtained through a currently endorsed national training package.

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