



## POSITION DESCRIPTION

### Aboriginal Family Preservation and Reunification Response Practitioner

#### PURPOSE OF THE ROLE

The principal role of the Aboriginal Family Preservation and Reunification Response Practitioner is to engage and support Aboriginal families who are currently involved with child protection or community-based child protection to support safe and healthy family functioning and relationships.

A key element of the role is reunifying children that have been removed from their home. This is a richly rewarding role and effects real lasting change in Aboriginal families and communities. The position will be part of a small team that works as a cohesive whole reporting to the Family Services Coordinator.

POSITION DETAILS	
Position Title:	Aboriginal Family Preservation and Reunification Response Practitioner
Location / Department / Division:	Families, Healing and Support Services – Family Services Unit 103-108 Hare Street Echuca, Vic 3564
Reports to:	Family Services Coordinator
Positions reporting to this role:	NIL
Hours:	37.5 hours per week, Full time
Budget / Funding:	302007 – DFFH Funding
Award and Pay Grade / Level:	Award: Social, Community, Home Care and Disability Services Industry Award 2010 Level: 5
Pay Point classification (if applicable)	Pay point: 1
Position Description last reviewed:	03/07/2026
KEY ACCOUNTABILITIES	
<ul style="list-style-type: none"><li>• Undertake outreach and home visits, providing families with support and practical strategies to build their parenting capacity.</li><li>• Provide intensive, high-risk case management to support families to meet their goals and reduce or avoid further child protection involvement, including escalating any increased child safety concerns to DFFH.</li><li>• Apply evidence-informed, strengths-based and trauma-informed intervention strategies to engage families at risk.</li><li>• Deliver a culturally grounded service response that recognises and supports cultural healing.</li><li>• Exercise professional judgement and a high degree of autonomy in undertaking and contributing to risk assessments for vulnerable families.</li><li>• Prepare court reports and provide evidence in court proceedings, as required.</li></ul>	

- Maintain accurate, up-to-date case notes and records across electronic and written case management systems, in line with DFFH legislative requirements and Njernda policy.
- Support families to participate in social and community events and activities.
- Build and maintain effective working relationships with Njernda programs, Child Protection, external service providers, and Community Service Organisations.
- Provide guidance, support and mentoring to other team members, particularly during periods of high demand or as directed by the Team Leader.
- 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

## NJERENDA 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.

<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.

## KEY RELATIONSHIPS

Internal	External
Families, Healing and Support Service Manager Family Services Coordinator Families, Healing and Support Services Team Health and Ageing Team Youth and Wellbeing Team Yakapna Healing Centre Barooka Youth Healing Centre Corporate Services Team	Client Families/Carers Local Childcare Centres Department of Families, Fairness and Housing Schools NDIS Legal Services and Supports Hospital Services Services Australia Births, Deaths and Marriages Other external stakeholders – for client related care.

## SELECTION CRITERIA

### Essential:

#### Qualifications

- Bachelor's degree in Social Work, Child Development, Psychology or a related subject area or
- A diploma level relevant qualification with significant professional experience

#### Skills

- Demonstrated ability to conduct comprehensive, culturally responsive risk assessments and safety planning, using relevant structured decision-making frameworks (e.g. Best Interest Case Practice Model, MARAM)
- Demonstrated ability in trauma informed and attachment-based practice, including recognising and responding to the impacts of intergenerational and complex trauma.
- Ability to work in a culturally safe, respectful and competent manner with Aboriginal children, families and communities, fostering and maintaining cultural connections.
- Strong case management and case load prioritisation skills, including the ability to manage multiple complex, high risk cases concurrently.
- Advanced written communication skills, including preparing clear, objective, evidence-based case notes and court reports.
- Crisis intervention and de-escalation skills, responding calmly and effectively to families in acute distress.

- Negotiation and collaboration skills, working effectively with families, kinship networks and multiple service providers who may hold differing views.
- Local knowledge of the Aboriginal history, culture and community and the key issues affecting Aboriginal families involve with Child Protection.

**Experience**

- 3 year experience in a similar role

**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:**

- Experience working in Rural Victoria
- Experience working at an ACCHO

**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