



## NJERNDA ABORIGINAL CORPORATION

### POSITION DESCRIPTION

#### Aboriginal Unborn Boori Worker (Identified position)

#### PURPOSE OF THE ROLE

The Aboriginal Unborn Boori worker will provide culturally safe, holistic support to expectant mothers within the Njernda Aboriginal Cooperative community. Guided by Aboriginal values, kinship systems, and community-led practice, the role focuses on strengthening early developmental outcomes for Aboriginal children aged 0–12 months.

Working in partnership with families, the worker will build strong, trusting relationships that honour cultural identity, promote healing, and empower parents in their parenting journey. The position supports families through pregnancy, birth, and the early years by offering therapeutic guidance, advocacy, and connection to culturally appropriate supports. The role contributes to nurturing strong, healthy beginnings for Aboriginal children, grounded in culture, belonging, and community.

Position Details		
Position Title:	Aboriginal Unborn Boori Worker	
Location / Department / Division:	Families, Healing and Support Services, 103-107 Hare St, Echuca VIC 3564	
Reports to:	Families, Healing and Support Services Manager	
Positions reporting to this role:	NIL	
Hours:	37.5 hours per week, full time	
Budget / Funding:	Unborn Project Aboriginal led Rapid Engagement and diversion Code: 302020	
Award and Pay Grade / Level:	Award: SCHADS	Level / Grade: 5
Pay Point classification (if applicable)	Pay point: 1	
Position Description last reviewed:	7 January 2026	

Key Accountabilities	
<ul style="list-style-type: none"> <li>Provide intensive case management and proactive outreach to support expectant mothers throughout their antenatal journey.</li> <li>Refer and support families to navigate appropriate prevention and early intervention services (within Njernda and other mainstream and universal services) to enhance referral pathways for parents at risk with unborn infants.</li> <li>Advocate with and provide support to stakeholders to ensure cultural needs will be met in service delivery.</li> </ul>	

- Use strengths-based coaching to support families understanding of child development and wellbeing from in-utero through to twelve months.
- Recognise, respond to and support families to understand the impact of their experience of adversity and trauma and how this may impact their children and their parenting.
- Work closely with Child Protection and other services to ensure the safety of children.
- Take a creative, trauma informed and relational approach to resourcing families who have experienced discrimination and disempowerment within the system.
- Deliver early preventative programs that strengthen support for the Unborn Program through a culturally informed Njernda approach.
- Represent Njernda in forums outside the agency (e.g. at Court, on panels, on Committees etc), as required.
- Any other relevant duties, within scope of skill level and training, as required by your manager.

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:	
<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>	
<b>Internal</b>	<b>External</b>
Njernda Medical Centre	Echuca Regional Health
Njernda Families, Healing and Support Services	DFFH-Loddon Child Protection
Berrimba Childcare Centre	NDIS services
	Allied Health professionals
	Loddon Housing services
	Maternal services-Campaspe/Loddon
	Bendigo Health Service

<b>Selection Criteria</b>	
<b>Essential:</b>	
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>Experience and/or post-secondary qualifications (e.g. bachelor's degree, Diploma, Certificate IV) in the field of Social Work, Social Welfare, Community Services or Early Childhood Intervention is desirable or with skills sufficient to perform at this level.</li> </ul>
<b>Skills</b>	<ul style="list-style-type: none"> <li>Extensive knowledge and understanding of Aboriginal history and culture, local family networks and the ACCHO environment.</li> <li>Understanding and appreciation of Aboriginal parenting practices</li> <li>Skills to engage Aboriginal families through a relational approach, maintaining professional boundaries.</li> <li>Knowledge of child development, early childhood and parenting strategies and ability to coach families using strength-based, trauma informed and relational approaches.</li> <li>Resilience to work and support clients who have been exposed to trauma.</li> <li>Ability to build connections and advocate with stakeholders, including capacity to engage in task conflict discussions.</li> <li>Ability to work flexible hours to support families with attending classes such as antenatal, birthing and parenting classes.</li> <li>Strong computer skills, ability to use a range of software and IT based reporting systems.</li> <li>Self-motivated, ability to manage complex workload and work independently.</li> <li>Demonstrated commitment to professional development and continuous improvement.</li> <li>Case work duties that compasses completing initial intakes, planning and assessments for parents pre-birth, post birth into family services, universal and specialist services</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>2-3 years of experience in similar role / providing antenatal care or working with expectant mothers</li> </ul>

**Satisfactory evidence of:**

Pre-employment checks not limited to at least two professional referees, 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 in line with Njernda's current 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 in early childhood development

**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