

Director Aboriginal Practice and Policy

Department for Child Protection

*Nurturing happy, healthy kids so they
can grow up safe and reach their full potential*

CLASSIFICATION:	SAES1	DIRECTORATE:	Aboriginal Practice
REPORTS TO:	Executive Director, Aboriginal Policy and Services	FTE:	1.0
ROLES REPORTING TO THIS ROLE:	Various		

ABOUT THIS ROLE:

The Director, Aboriginal Practice and Policy has responsibility for providing operational leadership towards a culturally responsive and safe organisation for Aboriginal children, their families and communities. This role leads the integration of culturally safe principles, policies and practices across all areas of the department. It ensures that service design, practice frameworks and operational delivery reflect the needs, rights and cultural identity of Aboriginal children, their families and communities. The Director drives internal cultural reform and delivers a long-term strategy to embed culturally competent practice across the Department for Child Protection. The role also provides clinical and professional leadership to Senior Aboriginal staff to strengthen practice and outcomes.

YOU WILL BE ADDING VALUE BY:

1. Provide strategic leadership for the development, implementation and review of the Clinical Governance and the Practice Framework, particularly focusing on implementing culturally responsive and safe quality practice towards reducing the overrepresentation of Aboriginal children in the South Australia child protection system.
2. Lead and oversee the implementation and delivery of programs and services in the directorate in accordance with the DCP priorities:
 - Supporting families and carers
 - Reducing Aboriginal children in care
 - Improving care experiences
 - Working together
 - Building leadership and learning
 - Delivering a better system
3. Provide timely advice to the Executive Director, Aboriginal Policy and Services on projects and issues that impact on Aboriginal children, families and communities.
4. Lead the design and implementation of practice improvements and operational policies across the department, ensuring cultural competence practice is embedded in all programs, services and decision making.
5. Provide leadership and develop workforce capability and confidence mentoring of Aboriginal staff and deliver a program of work for improving the quality of the casework towards positive outcomes for Aboriginal children and young people in the child protection system.
6. Provide effective leadership in management, attraction, retention and succession planning and development for a high-quality team of child protection professionals.
7. Lead and drive reform towards an organisation that is culturally responsive where all staff engage with core knowledge and understand fundamental principles of working and engaging with Aboriginal children, their families and communities.
8. Develop strong stakeholder relationships with Aboriginal and organisations and communities with a focus on developing a shared responsibility and ownership for the protection of children and young people.
9. Monitor, review and evaluate compliance with the Governance and Practice Framework and reporting on outcomes for Aboriginal children receiving child protection services.
10. Ensure senior Aboriginal staff are provided with clinical support and professional guidance that is delivered within a culturally sensitive framework due to the increasingly complex operating environment.
11. Deliver on required key performance indicators and targets, including budget in line with the department's performance framework.
12. Actively promoting and ensuring the maintenance of a professional, safe and equitable work environment by adhering to all legislative and policy requirements and implements work practices consistent with applicable government guidelines and legislations, including the Public Sector Act 2009, the Equal Opportunity Act 1984, Work Health and Safety Act 2012 and the State Records Act 1997.



KEY RELATIONSHIPS / INTERACTIONS:

Internal / External

- Deputy Chief Executive
- Chief Executive and Senior Executives across DCP, including:
 - Regional Directors and regionally based Principal Aboriginal Consultants
 - Out of Home Care Executive Director
 - Senior Aboriginal Leadership Group
- Acts as State Government representative at high level inter-Governmental

QUALIFICATIONS:

Essential: Tertiary qualification in human services, or another relevant field.

Desirable: Post graduate qualification in Social Work, Psychology, Mental Health or related discipline.

KEY CHALLENGES:

- Professional development requirements of a largely inexperienced workforce within a complex operating environment.
- Achieving desirable outcomes with limited resources (particularly in Quality).
- Establishing partnerships with senior officers at a state and national level from government to non-government organisations.
- Driven reform that includes greater transparency, implementation of new legislation, an increased level of accountability, increased compliance and a high performing Practice.
- Creating better, safer outcomes for children and reducing the number of children coming in to Care by mitigating risk factors.
- Prioritising practice delivery with the necessary cultural change needed to move from a compliance focussed organisation to Practice focussed.
- Providing strategic leadership to a workforce which has experienced numerous changes in recent history.
- Being a strategic leader for the future vision and expansion of the DCP.

ESSENTIAL TECHNICAL KNOWLEDGE / EXPERTISE:

- High order management and leadership skills including the ability to provide broad direction to multi-disciplinary teams working on projects requiring high quality results within defined timeframes.
- Highly developed interpersonal and negotiation skills and demonstrated success in achieving changes through collaboration and exercising influencing skills with various stakeholders.
- Excellent written and presentation skills, able to address and resolve complex issues with stakeholders and understanding of public sector duties and processes.
- Experience in leading change, continuous improvement and influencing others in responding to change within complex social policies.
- Proven ability to successfully negotiate, persuade and advocate for the needs of disadvantaged minority groups, and achieve results for a range of stakeholders.
- Demonstrate ability to effectively liaise and collaborate with the Aboriginal community and relevant organisations.
- Demonstrated ability to analyse and conceptualise problems, formulate and execute appropriate solutions and negotiate successful outcomes in an innovative and resourceful manner.
- Demonstrated knowledge and commitment to promoting and creating a safe and inclusive work environment, and the legislative requirements of Equal Opportunity and Work Health and Safety.



YOUR CAPABILITIES:	PUBLIC SECTOR VALUES	
<p>The claims of each applicant will be assessed against the five criteria below. Applicants are not required to address each and every competency element outlined under the key headings. Applicants should frame their application in the context of the requirements of the position and its key outcomes.</p>	<ul style="list-style-type: none"> ✓ Service: <i>We proudly serve the community and Government of South Australia</i> ✓ Professionalism: <i>We strive for excellence</i> ✓ Trust: <i>We have confidence in the ability of others</i> ✓ Respect: <i>We value every individual</i> 	<ul style="list-style-type: none"> ✓ Collaboration and Engagement: <i>We create solutions together</i> ✓ Honesty and Integrity: <i>We act truthfully, consistently and fairly</i> ✓ Courage and Tenacity: <i>We never give up</i> ✓ Sustainability: <i>We work to get the best results for the current and future generations of South Australians</i>
<p>Shapes Strategic Thinking and Change Anticipates and plans for future events, trends, problems and opportunities and exercise sound judgement. Develop creative solutions, stimulating new ways of thinking and solving problems. Key elements of the competency:</p> <ul style="list-style-type: none"> • Creates vision • Inspires • Thinks and acts strategically • Leads and influences change • Solves problems <p>Achieves Results Makes timely, quality decisions taking a broad range of factors into consideration. Evaluates reasonable risk-taking opportunities. Sets broad organisational goals and priorities in order to drive results consistent with government direction and public expectations. Key elements of the competency:</p> <ul style="list-style-type: none"> • Achieves and delivers results • Drives organisational effectiveness • Exercises sound judgement • Manages compliance with legislation • Evaluates • Applies technical expertise • Assumes accountability <p>Drives Business Excellence Builds an effective, sustainable, and high performing organisation through leadership. Engages and aligns human, financial and information resources to achieve strategic targets. Plans for future organisational needs to minimise risk and maximise opportunity. Leads organisational change that maximises results. Key elements of the competency:</p> <ul style="list-style-type: none"> • Influences organisational performance • Leads and develops people • Predicts and plans for future organisational needs • Builds capability and expertise • Promotes a customer service ethos • Directs resources <p>Forges Relationships and Engages Others Builds effective working relationships, networks, and partnerships with internal and external bodies at all levels. Creates a commitment to customer service excellence. Actively listens to what others have to say and responds in a clear, concise, and diplomatic manner. Adapts communication style as appropriate. Key elements of the competency:</p> <ul style="list-style-type: none"> • Develops and uses political savvy • Promotes information sharing and the gathering of knowledge • Negotiates and influences • Establishes and maintains strategic networks • Manages conflict • Communicates clearly and adapts to audience 		
OUR COLLECTIVE RESPONSIBILITIES		
<ul style="list-style-type: none"> • Maintain accurate and complete records in accordance with the State Records Act 1997 and departmental policies, procedures, and practice guidance. • Understand and follow the requirements of confidentiality within the Children and Young People (Safety) Act 2017, and whole of government and DCP policies, procedures, and practice guidance to facilitate appropriate standards of confidentiality and information sharing practice. • Actively participate in performance development processes. • Comply with reporting obligations arising from legislation, professional conduct standards including the Code of Ethics for the South Australian Public Sector, and departmental policies, procedures, and practice guidance. • Undertake mandatory training activities as specified with the DCP Mandatory Training Procedure. • Actively contribute to Reconciliation, and to the aims and objectives of the wider Aboriginal and Torres Strait Islander Child Placement Principle. • Demonstrate a commitment to preventing gendered violence against women consistent with DCP’s status as a White Ribbon Accredited Workplace. • Maintain the Program Standards of White Ribbon Reaccreditation. • Actively support DCP’s commitment to ensuring a workplace culture that is respectful, safe, and inclusive where our employees are free from discrimination and are recognised for the individual and collective skills and perspectives that they bring by virtue of culture, race, gender, disability, age, sexual orientation, gender identity, intersex status and other differences. • Act at all times in accordance with the Code of Ethics for the South Australian Public Sector and legislative requirements including (but not limited to) the Public Sector Act 2009 and Work Health and Safety Act 2012. 		



Exemplifies Personal Drive and Professionalism

Models ethical practice and embeds the values of the public sector into the culture of the organisation. Acts with integrity while promoting consistency among principles, values, and behaviours. Sets challenging personal and organisational performance standards and pursues them with passion and energy.

Key elements of the competency:

- Models the South Australian executive service values
- Engages with risk and shows personal courage
- Displays flexibility and resilience
- Demonstrates self-awareness and a commitment to personal development
- Promotes and integrates diversity into the workplace
- Values wellbeing for self and others

SPECIAL CONDITIONS

- Negotiated contract appointment for up to 3 years.
- Out of hours work, including on call, is required.
- Inter and Intra-state travel may be required.
- Required to achieve performance targets that are negotiated and mutually agreed with the Executive Director, Aboriginal Policy and Services and in turn establish and monitor performance targets with those reporting to the position.
- Appointment subject to a satisfactory Department of Human Services (DHS) Working with Children Check prior to being employed, which is required to be renewed every five years before expiry.
- The incumbent will be required to undertake mandatory training as required.
- Australian residency or current works permit is required (responsibility of applicant to provide evidence of a current work permit).



YOU WILL CONTRIBUTE TO:



OUR VISION is for all children and young people to grow up safe, healthy, connected and feeling loved so they reach their full potential.



OUR PURPOSE: The Department for Child Protection protects, cares for and empowers children and young people at risk and in care. We do this by working together with our key partners to respond to abuse and neglect, keep children and young people safe from further harm, help them heal from trauma and reach their full potential.



Leaders in practice excellence

Staff in all parts of child protection develop and use best practice in their work to deliver improved outcomes for children, young people, carers and families.



Closing the Gap

We commit to a transformed child protection system that makes active efforts and where Aboriginal people and communities are empowered to lead decision making about the care and wellbeing of Aboriginal children and young people.



A child protection system that meets the needs of children and young people

We commission and deliver services based on a deep understanding of the needs of children and young people in care and our aspirations for them to heal from trauma and reach their full potential.



A thriving workforce

We are future focused in our workforce strategy, supporting and valuing our staff, proactively recruiting, and establishing sustainable systems, processes and workplaces that enable us to be highly effective.



Active and collaborative partnerships

We work together with our service partners and alongside the community to improve outcomes for children, young people, carers and families.



Working alongside carers

We respect and value carers as vital partners in keeping children and young people safe and well.



Quality services and safeguarding

We are accountable and transparent, and pursue continuous improvements to promote the safety and wellbeing of children and young people throughout the services we fund and provide.

CERTIFIED CORRECT

