

Aboriginal Clinical Lead

Department for Child Protection

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

CLASSIFICATION:	AHP4	DIRECTORATE:	Residential Care
REPORTS TO:	Lead Practitioner, Therapeutic Residential Care	FTE:	1.0
ROLES REPORTING TO THIS ROLE:	1.0 FTE		

ABOUT THIS ROLE:

The Aboriginal Clinical Lead is accountable to the Lead Practitioner, Therapeutic Residential Care for leading in operational and strategic interventions for Aboriginal children, young people and their families in Residential Care facilities, and contributing to the development of Aboriginal culturally sensitive policies, programs and practices. The role is responsible for providing advice to management on regional Aboriginal needs and providing advice to DCP staff, providers, and other non-government agencies on Aboriginal culturally appropriate practices and systems.

YOU WILL BE ADDING VALUE BY:

1. Provide advice to the DCP Executive Director through the Director on the management of critical and sensitive Aboriginal cases, and practice trends and issues that impact on service delivery for Aboriginal people, Families and Communities.
2. Lead and provide practice and cultural oversight for the Aboriginal Youth engagement program and cultural and practice supervision for staff within the team as required.
3. Provide advice on the management of critical cases as well as practice trends and issues within OoHC and Aboriginal Community issues that can impact on service delivery.
4. Provide advice to the Director in relation to Aboriginal needs on framing operational policy so that Aboriginal Culturally appropriate interventions are developed and implemented.
5. Contribute to the development of Aboriginal Culturally appropriate processes and systems for the review and evaluation of DCP Residential Care practices with Aboriginal clients.
6. Conduct Aboriginal practice audits that will contribute to case management quality assurances for Aboriginal and Torres Strait Islander children and young people in OoHC.
7. Provide consultancy and advice to OoHC staff on practice development and contribute to the development of Aboriginal and Torres Strait Islander practice tools that will support case management and direction.
8. Train and monitor staff performance to comply with the Aboriginal Cultural Inclusion Framework and Reconciliation Statement.
9. Contribute to a work environment where DCP staff are challenged to develop their competence and encouraged and provided with opportunities for professional development.
10. Contribute to strategic leadership and business planning across the agency.
11. Contribute to the development and delivery of training programs to Aboriginal people and their Communities as well as Aboriginal cultural awareness training for OoHC staff.
12. Provide advice to OoHC staff and relevant non-government agencies and Communities on cases involving Aboriginal families, young people, children and Communities.
13. Manage specific referred client cases and case work as required and develop strategies to address identified issues that impact on Aboriginal people and their communities.
14. Contribute to the development of networks between Principal Aboriginal Consultants (Aboriginal Services), Aboriginal project staff, DCP locations, other Departmental Divisions, specialist units and the government and non-government sector.
15. Respond to client and community needs and complaints as required and contribute to improving partnership approaches between DCP and Aboriginal Communities when dealing with care and protection matters for Aboriginal children and young people in care.
16. Provide DCP senior staff with an understanding of Reconciliation and model how to embed Reconciliation into daily practice and assure that DCP Business Plan reflects the aims of Reconciliation.
17. Contribute to maintaining a safe and healthy work environment by taking personal accountability by identifying and reporting incidents, hazards, and injuries in accordance with DCP policy & procedure and cooperating and complying with reasonable instructions of DCP line management and WHS Officers.



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WHO YOU WILL WORK WITH:

Internal

- Lead Practitioner, Therapeutic Residential Care (direct line manager)
- Aboriginal Youth Engagement Practitioner
- YARS Aboriginal Youth Activity Instructor
- Director, Residential Care
- Directors and managers across the agency and OoHC staff

External

- Other Government departments
- Aboriginal people and communities
- Aboriginal community-controlled organisations
- NGO Sector

QUALIFICATIONS

Essential:

- A degree level qualification in Social Work which gives eligibility for full membership of the Australian Association of Social Workers.

Persons of Australian Aboriginal or Torres Strait Islander descent, who have the appropriate background and skills but do not have the essential qualification, may apply for and be engaged/assigned to the role of Social Worker and will be entitled to apply for any Allied Health Professional roles requiring a qualification in Social Work within the Department for Child Protection (DCP).

YOUR CAPABILITIES:

- Experience in establishing, leading and maintaining formal and informal networks and partnerships with Aboriginal people through their kinship systems across the State and Nationally.
- Demonstrated ability to facilitate the implementation of culturally appropriate models of intervention for Aboriginal young people and their families.
- Demonstrated, comprehensive knowledge and understanding of the political, historical and socio-economic circumstances that have affected Aboriginal people, their culture and communities, as well as current trends and critical and emerging issues.
- Experience in a social work or case management capacity working directly with children and families, where issues of welfare, protection, safety and family support formed a central component.
- A clear understanding of the range of issues and systems affecting children and young people requiring care and protection and their families and carers.
- Demonstrated ability to apply culturally sensitive child protection practice for Aboriginal and Torres Strait Islander people, and community from culturally and linguistically diverse backgrounds.
- Proven comprehensive understanding of the harmful impacts of colonisation on Aboriginal and Torres Strait Islander Peoples, inclusive of intergenerational trauma and commitment to providing effective and strategic leadership to improve outcomes for Aboriginal children and families.
- Demonstrate knowledge and commitment to promoting and creating a safe and inclusive work environment.

OUR COLLECTIVE RESPONSIBILITIES

- 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.

SPECIAL CONDITIONS

- You must have, or gain, a current Department of Human Services working with children check prior to being employed and renew this every five years before expiry.
- The incumbent is required to participate in psychological assessments of a kind determined by the Chief Executive as and when required by the Chief Executive.
- Some intra/interstate travel (including in a small aircraft) including overnight stay may be required.
- Some out of hours and weekend work may be required.
- Hold a current Australian issued driver's licence and a willingness to drive is essential.
- You must be an Australian resident or provide evidence that you have a current work permit.
- You will need to undertake training in Child Safe Environments – Reporting Child Abuse and Neglect and other mandatory training as required.



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- Undertake mandatory training activities as specified with the DCP Mandatory Training Procedure.
 - Actively contribute to Reconciliation, and to the aims and objectives of the Aboriginal & 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*.
- The incumbent will be required to achieve performance targets as negotiated and mutually agreed with the Lead Practitioner, Therapeutic Residential Care.
 - You may be required to perform duties in other locations/divisions/units dependent upon Departmental requirements.
 - *Pursuant to Section 56(2) of the Equal Opportunity Act 1984 only people of Aboriginal or Torres Strait Islander descent may apply for this role.*



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: June 2026



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