

Department for Child Protection

ROLE TITLE:	Principal Aboriginal Consultant	DIVISION:	Service Delivery and Practice
CLASSIFICATION:	AHP4	DIRECTORATE:	Multiple
POSITION NO:	Multiple	BUSINESS UNIT:	DCP Offices
DATE REVIEWED:	September 2023	FTE:	Various
REPORTS TO:	Manager, DCP Office	ROLES REPORTING TO THIS ROLE:	Nil

ROLE PURPOSE:

The Principal Aboriginal Consultant is a role within the Department for Child Protection (DCP) and is accountable to the Manager, DCP Office for providing culturally inclusive practice leadership for Office staff in respect to operational and strategic interventions for Aboriginal children, young people and their families. The Principal Aboriginal Consultant will share their expert social work and cultural knowledge and drive practice excellence to achieve improved outcomes for Aboriginal children and young people, their families and carers. The Principal Aboriginal Consultant will collaborate and work closely with the Managers, Supervisors and Practice Leaders and will analysis and provide critical thinking to monitor culturally appropriate practice within the Office. The Principal Aboriginal Consultant will identify cultural practice issues and develop and implement quality improvement practice strategies and navigate pathways to promote self-determination that includes life changing goals that can have real meaning for Aboriginal children and young people in care and their families. The role will inform and contribute to DCP policy and program development as it relates to practice quality and best practice standards and provide expert practice advice to inform strategic planning across DCP. The Principal Aboriginal Consultant role operates as part of an integrated DCP approach to supporting and fostering strong practice and cultural leadership that can influence and guide, practices across the organisation, which also involves the Aboriginal Lead Practitioner, Lead Practitioner, Regional Directors, Practice Leaders, Managers, Supervisors and Aboriginal colleagues.

KEY OUTCOMES:

1. Work in partnership with the Practice Leader to provide local leadership to embed and operationalise the Practice Approach and the Aboriginal Child Placement Principle, including providing information, resources, mentoring, coaching and other support to strengthen the practice and cultural capability of Office staff and drive practice excellence.
2. Identify skill and knowledge gaps amongst Office staff and facilitate training or other development activities.
3. Lead strategic practices and projects to build practice and cultural capability within the Office.
4. Facilitate cultural wellbeing/support meetings with Aboriginal staff within the office /region to identify cultural practice themes and issues.
5. Effectively engaged in Clinical cultural supervision with the Aboriginal Lead Practitioner as well as regular Regional leadership meetings with the Regional Director and Practice Leaders.
6. Engage with the relevant Regional Director on a monthly basis to review Aboriginal practice and decision making, including of critical case direction.
7. Undertake research on current innovative cultural practices and tools that can assist in overcoming barriers and cultural biases to help understand cultural perceptions of disability, caring and Aboriginal child rearing and that can assist and respond effectively in practices for Aboriginal children, young people and their families. Develop and promote a learning culture within the Office by developing or sourcing relevant training opportunities, supporting staff to reflect on their practice and on learnings associated with cultural, quality assurance processes and discussing policies and procedures, literature and research.
8. Participate as part of a collaborative and collegiate network of Aboriginal Practice Leaders and Practice Leaders located across individual DCP Offices and other Directorates who work together to drive practice and cultural excellence across the organisation.
9. Actively engage in cultural supervision with the Aboriginal Lead Practitioner to build own practice leadership capacity.
10. Mentor, coach and co-work with Office staff to ensure case management processes and decision making are consistent with statutory requirements, DCP Practice Approach and Aboriginal Child Placement Principle.
11. In partnership with the Practice Leader provide consultation and evidence-based advice to Office staff on complex cases and operational policy issues as they arise, and participate in court and / or legal proceedings as required.
12. Lead awareness of and engagement in learning about Aboriginal cultural practices and/or differences to promote culturally safe practice.
13. Lead awareness of cultural issues as they relate to Aboriginal children and young people, and families.
14. In partnership with the Office Manager, lead ongoing discussions with Office staff and associated initiatives about quality cultural practice and continuous improvement in service delivery.
15. Promote the importance of monitoring both performance and quality indicators amongst Office staff.
16. Participate in leadership groups and other planning and operational meetings as required.
17. Assist Office staff to work collaboratively with and build partnerships with Aboriginal Community and internal and external Aboriginal partners and Aboriginal Community Controlled Organisations (ACCO's).
18. 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.

KEY RELATIONSHIPS/INTERACTIONS:

- Office Manager (direct line manager)
- Regional Director
- Operational/Regional Manager
- Regional Director
- DCP Staff
- Practice Leaders across DCP
- Office staff
- Other Government and Non-Government agencies
- Aboriginal Practice Directorates

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).

Note – Persons of Australian Aboriginal or Torres Strait Islander descent, who do not have the essential qualification, are strongly encourage to undertaking study to gain a degree level qualification in Social Worker.

KEY SELECTION CRITERIA:

- Significant experience in providing high quality evidence based, accountable and culturally appropriate social work practice to children and young people, and their families and carers.
- Demonstrated leadership qualities including engaging and motivating staff to achieve practice excellence.
- Demonstrated experience in establishing and maintaining a professional learning and development environment, including contributing to the delivery of workplace learning opportunities and mentoring, coaching and co-working with staff.
- Experience providing cultural, reflective supervision in a child protection and Aboriginal context.
- Demonstrated commitment to pursuing improved outcomes for Aboriginal children and young people, and their families and carers by providing high quality consultation services.
- Demonstrated and sophisticated understanding of the range of child protection issues and systems affecting Aboriginal children and young people and their families and carers.
- Demonstrated ability to model and promote reflective practice.
- Demonstrated experience in applying the Aboriginal Child Placement Principle and the five core elements.
- Demonstrated ability to work collaboratively with Aboriginal people in a culturally safe manner.
- Demonstrated ability to work in partnership with people from culturally and linguistically diverse backgrounds.
- Proven high quality interpersonal and communication skills including legally defensible writing.
- Demonstrate knowledge and commitment to promoting and creating a safe and inclusive work environment.

Department for Child Protection

CORE CAPABILITIES & EXPECTED BEHAVIOURS		PUBLIC SECTOR VALUES	
<u>Leads Development and Facilitates Change in their Professional Area</u> • Respected for their knowledge & expertise • Supports and shares their knowledge and expertise with colleagues • Keeps colleagues informed of trends & changes • Links to other disciplines & resources, both internally & externally <u>Leads Professional Are to Achieve Agreed Results</u> • Analyses student / client needs & delivers learning & professional services that ensure high performance outcomes • Monitors trends & delivers learning & professional services that satisfy changing student, client & community requirements • Secures commitment of leaders & colleagues to ensure delivery of high quality learning, support & professional services • Analyses discipline resource requirements • Develops resource plans to support achievement of discipline objectives • Allocates resources to achieve discipline objectives • Reviews & reports on resource usage • Interprets & communicates requirements of policy & implements policy relating to discipline <u>Leads Professional Practice & Excellence</u> • Provides discipline leadership to individuals & work teams • Creates a co-operative work environment • Monitors & responds to workplace issues & discipline concerns • Motivates individuals & work teams to achieve quality results • Delegates work to achieve discipline & work unit objectives • Manages up	<u>Establishes & Maintains Strategic Networks</u> • Identifies features & key people & resources of strong discipline strategic networks • Identifies & establishes network links with key stakeholders & other discipline leaders • Builds strategic relationships • Applies knowledge of organisational linkages • Applies knowledge of inter-Governmental linkages • Applies Knowledge of political context <u>Develops Self & Other Discipline Members</u> • Establishes personal work goals • Sets & meets own work priorities • Develops & maintains professional capabilities & competences <u>Maintains & Enhances Confidence in SA Public Education & Care</u> • Ensures all decisions are objective & fair • Operates ethically & with integrity • Is a role model for student & client-centered service • Embraces an adaptive leadership approach <u>Facilitates Professional Team Effectiveness</u> • Seeks continuous improvement in their professional discipline • Arranges ongoing professional development of their people in the discipline area • Where appropriate, uses performance feedback & development plans to nurture development of their people • Promotes a high performing team environment • Ensures a safe working environment for all their people • Promotes a collaborative working environment	✓ 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>	✓ Collaboration & Engagement: <i>We create solutions together</i> ✓ Honesty & Integrity: <i>We act truthfully, consistently and fairly</i> ✓ Courage & 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> ✓
		CORPORATE 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. • 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 Child Placement Principle. • Demonstrate a commitment to preventing gendered violence against women consistent with DCP's status as a White Ribbon Accredited Workplace. • 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.	

		SPECIAL CONDITIONS
		• The successful applicant is required to gain a Department of Human Services (DHS) working with children check (WWCC) prior to being employed which is required to be renewed every five years before expiry. • The incumbent will be required to achieve performance targets as negotiated and mutually agreed with the Office Manager and/or Lead Practitioner. • 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. • A current Australian driver's licence and a willingness to drive is essential. • Employees may be required to provide professional/clinical supervision to Social Work students on observational placements and to work experience students. • Will be required to undertake physical aspects of child management including lifting and carrying babies or small children. • May be required to perform duties in other locations/divisions/units dependent upon Departmental requirements. • The incumbent will be required to undertake training in Child Safe Environments – Reporting Child Abuse and Neglect and other mandatory training as required. • Australian residency or current works permit is required (responsibility of applicant to provide evidence of a current work permit). • <i>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</i>
		Approval Date: 28 September 2023

