Position Title | Aboriginal Health Worker – Towards Home Plus
Location | 62 Morgan street North Geelong. Towards Home + workers may at any point in time be required to work across the three teams/sites.
Unit | Health
Classification | Aboriginal Health Worker
Award | Social, Community, Home Care & Disability Services Industry Award 2010 MA000100 Social and Community Services Worker Level 3
Reports to | Team Leader – Mental Health and Wellness
Direct Reports | Nil

Wathaurong Aboriginal Cooperative Limited

The name Wathaurong (Wada-Wurrung) is a recognized tribe (community which consists of some 25 clans (family groups) that form part of the Kulin Nation of Aboriginal people. The traditional boundaries of the Wathaurong people span the coastline from the Werribee River to Lorne peninsula and traverse inland to a north direction towards Ballarat.

Wathaurong was formed by community in 1978 as a place of common ground where Aboriginal people could be together and share in a sense of community with formal registration in 1980 to support the social, economic and cultural development of Aboriginal people, particularly within the Geelong and surrounding areas. Wathaurong Aboriginal Cooperative Limited is located 70 kms or 60 minutes travel time one way from Melbourne CDB and is an Aboriginal Community Controlled Organization (ACCO) governed by an Aboriginal board who are elected through the Annual General Meeting process annually, with their Chief Executive Officer to operationalize the strategic directives of the board.

Purpose of the Role

The Aboriginal Health Worker-Towards Home Plus will deliver proactive and assertive outreach to engage and provide a crucial point of first contact, with people who are homeless or sleeping rough. As a member of the Assertive Outreach Team, The Aboriginal Health Worker - Towards Home Plus will engage people who are sleeping rough through assertive foot patrols with the aim of providing support with:
- maintaining their tenancy through improved daily living skills
- gaining access to clinical health and mental health services
- engaging with local community
Key Responsibilities

Provides a holistic approach, assertive outreach support service to people who are homeless and rough sleepers to successfully sustain housing, improve physical and mental health and develop connections within the local community by providing:

- **Mobile Assessment** focusing on assertive and persistent engagement and building trust to allow assessment of immediate vulnerability using a variety of relevant assessment tools. Assessment will support identification of individuals requiring rapid access to emergency accommodation, health services, longer term case management and/or housing support.

- **Brief intervention** and short term support using approaches including the Collaborative Recovery Model to meet immediate needs and support identification of goals and strengths, whilst focusing on connection/reconnection with existing formal and informal support systems and housing options.

- **Longer term, case-managed assertive outreach support** that offers a flexible approach to longer-term engagement (including assertive outreach and actively seeking out of individuals) in order to build trust. Also using approaches such as the Collaborative Recovery Model, case management will include a clear shared care approach, addressing complexity within both short and long term needs for housing and engagement with services.

Provide Case co-ordination and referral that focuses on supporting connection with services that will meet individuals long term needs. Using a collaborative shared care approach, role will

- provide referral to services and development of a client centered, coordinated shared care plan. This will include clear referral pathways to the Supported Housing Team and/or Modular Units, as well as support and advocacy in accessing other key long-term supports such as the NDIS.

- Engage consumers, using a strengths-based approach to complete a mental health status measurement and a needs assessment.

- Using the Collaborative Recovery Model (CRM) protocols work collaboratively with consumers to identify their needs, set goals and develop a plan to meet those goals

- Work within a holistic framework and together with the consumer regularly monitor their progress towards their identified goals

*Shift times will be flexible to adapt to changing needs, however core hours of the service will be Monday to Friday 8am to 8pm*

Selection Criteria

**Education and Experience**

- A tertiary qualification or experience to a similar level in the areas of health; welfare; allied health or housing (preferred) or at least two years relevant experience
Wathaurong Position Description

- Sound Knowledge of Aboriginal Culture, issues affecting Aboriginal people, and Aboriginal Service Sector
- Experience in working with people with a psychiatric disability and complex presentations.
- Experience in working with homelessness.
- A clear ability to work within and to develop strong collaborative relationships.
- A commitment to consumers’ rights and to consumers’ active participation in planning their service
- Demonstrated experience and skill in the provision of risk assessment and risk management
- At least four years of experience in the delivery of case management or care coordination in a mental health or community setting
- Demonstrated experience in delivering brief interventions, individual counselling or therapeutic groups

Job Specific Competencies
- The ability to set and maintain clear professional boundaries.
- An ability to work within a multi-disciplinary team
- Excellent communication skills both written and verbal
- Current Victorian driver’s license
- Computer skills

Job Specific Certification
- Police Check
- Working with Children Card
- Current drivers licence

Wathaurong’s Statement of Commitment to Child Safety

Wathaurong is committed to providing a child safe environment. We have zero tolerance of any abuse or maltreatment of children. We are committed to ensuring children and young people are able to actively participate in decisions that affect their lives.

We understand our legal and moral obligations to treat any child safety concerns seriously. We report any allegations and wellbeing concerns to authorities.

Eligibility

Appointments are subject to satisfactory completion of relevant screening checks.

The filling of this position is intended to constitute a special measure under section 8(1) of the Racial Discrimination Act 1975 (Cth), and s12 of the Equal Opportunity Act 2010 (Vic) and s8(4) of the Charter of Human Rights and Responsibilities Act 2006 (Vic).

Applications for this position are invited from suitably experienced and qualified applicants who identify as Aboriginal or Torres Strait Islander.
# Applications and Recruitment

Applications should consist of a current resume and a cover letter including responses to the Key Selection Criteria, submitted in Word or PDF format before the closing date.

Enquiries regarding the position should be directed to jobs@wathaurong.org.au

Shortlisted candidates will be invited to attend an initial in-person interview in Geelong.
# Wathaurong Position Description

## Schedule 1

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<thead>
<tr>
<th>Reports To</th>
<th>Team Leader- Mental Health and Wellness</th>
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<tr>
<td>Funding Agreement</td>
<td>Towards Home Plus Neami Limited Service Agreement</td>
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<td>Funding Expiry Date</td>
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### Behavioural Expectations

All employees are required to:
- Treat all Wathaurong Clients with respect and strive to meet their needs
- Treat people fairly and with respect
- Be familiar with and abide by all Wathaurong Policies & Procedures
- Consider facts objectively on a case by case basis
- Refer matters of cultural sensitivity to Community Members to seek their counsel
- Work in a manner that observes Workplace Health & Safety legislation
- Strive to create a positive workplace environment free from Bullying, Intimidation and Harassment. That embraces diversity and encourages collaboration
- Perform your duties to the best of your ability at all times
- Be pro-active in relation to Risk & Incident reporting
- Undertake other duties as directed when they are within your skillset

### Key Performance Indicators

- Responsibilities are met in line with organisational policies and procedures, and contribute to relevant goals and objectives of the organisational strategy.
- Role demonstrates continuous quality improvement and risk management as identified and measured through organisational processes.
- Internal and external reporting and record management obligations are met to an appropriate standard in a timely manner.
- Meets reporting obligations of the funding agreements/activity statements listed above as well as any additional opened in period.
- Role contributes to the health, safety and wellbeing of all employees and visitors to the Cooperative by reporting risks, hazards, and incidents and maintaining awareness of emergency procedures.
- Role contributes to the cultivation of positive organisational and team environments that are supportive of culture, equality, and diversity.
- Role develops appropriate and meaningful partnerships with organisational and community stakeholders that align with strategic goals and objectives and support the achievement of service delivery and funding program targets.
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