

POSITION DESCRIPTION

- **Position:** Aboriginal Family Support Practitioner, (35 hours per week – Monday-Friday)
- **Program/Team:** Yawarj Mara - Empowering Families
- **Reports to:** Team Leader, Empowering Families
- **Salary:** Negotiable, dependent on experience and qualifications
- **Award:** SCHADS Level 6 - negotiable, dependent on experience and qualifications
- **Plus:** Superannuation paid into your nominated account at ATOs Superannuation Guaranteed Percentage rate
- **Plus:** Monthly mobile phone allowance and excellent salary packaging
- **Plus:** Public Holidays, NAIDOC Day, Ex Gratia Days at Easter and Christmas
- **Probationary period:** A six month probationary period applies to this *role*

*This is an identified designated position in accordance with s42, Discrimination Act 1991 and is only open to Aboriginal and/or Torres Strait Islander People. Applicants are requested to provide a Confirmation of Aboriginality and/or Torres Strait Islander from an Incorporated Aboriginal Organisation to be eligible

Please note, based on [ACT Government and CAPO requirements](#) and guidelines, successful candidate will undergo a Community Agency Employee Check (CAEC) for this role/position and needs to:

- Complete a CAEC clearance application.
- Provide a current National Police Check.
- Provide a current Working with Vulnerable People Check.
- Provide a current Driver's License.
- Provide a current Full Drivers History.
- Yerrabi will covers costs of up to \$100 for CAEC on receipt of evidence paid for, to the successful applicant.

THE POSITION

As an **Aboriginal Family Support Practitioner**, you will play a crucial role in the **Empowering Families Team**, working closely with Aboriginal families, children, young people, foster carers, kinship carers, and multi-disciplinary teams. Your primary responsibility will be to deliver wholistic, culturally safe, trauma-informed, and strengths-based support to achieve positive outcomes for Aboriginal children, young people and families.

THE ORGANISATION

Yerrabi Yurwang was established in 2019, due to the high unmet health and wellbeing needs of the local Aboriginal Community residing in Canberra's North- western Ngunnawal region. *Yerrabi Yurwang* means to 'walk strong' and was bestowed upon the organisation by our esteemed and respected *Ngunnawal Elder Auntie Agnes Shea OAM*, who was also a Founding Board Member of *Yerrabi Yurwang* and our Inaugural Patron. In December 2024, Yerrabi Yurwang launched its Health Hub to complement our Aboriginal Child & Family Corporation and assist with addressing the inadequate and unmet health and wellbeing needs of the local Aboriginal Community residing in Canberra's Northwestern Ngunnawal region. Yerrabi Yurwang operates in the Northwest of the Australian Capital Territory, part of the traditional lands of the *Ngunnawal People*. Yerrabi Yurwang is an Aboriginal Community Controlled Organisation (ACCO), which means it is owned and operated by Aboriginal People, for Aboriginal People, and is committed to the principle of *self-determination*, whereby we seek to engage and empower Aboriginal People and their Families who utilise *Yerrabi Yurwang's* services.

THE PROGRAM

The **Yawarj Mara Empowering Families Program** supports Aboriginal children, young people, and their families to thrive by reducing involvement with statutory systems through early intervention, family preservation, and restoration support. We work alongside Aboriginal families, building on their inherent strengths, to address their immediate needs, helping stabilise their situations and prevent involvement with the ACT Child Protection and Youth Justice systems. By connecting Aboriginal families with access to practical and wraparound supports, we work to promote long-term connection, safety and stability.

Our approach safeguards Aboriginal children, enabling them to remain at home, while empowering their parents to create nurturing environments where their families thrive. When children cannot safely remain at home, **The Yawarj Mara Empowering Families Team** coordinate and manage care for Aboriginal children and young people in foster and kinship care, partnering with families, government and non-government agencies to ensure they remain connected to their culture, family, and community. We support foster and kinship carers to provide culturally responsive care to Aboriginal children and young people, while working to minimise the time Aboriginal children and young people spend away from their families. Additionally, we support parents in making the necessary changes for their children's safe return home, guiding Aboriginal families throughout the restoration process, and ensuring their involvement in key decisions. Through these efforts, we empower Aboriginal families to create lasting, positive change, ensuring their children grow up safe, healthy, and connected to their family, culture and community.

THE ROLE

In partnership with your fellow **Empowering Families Team**, you will support your across two areas of service delivery:

1. Family Preservation and Restoration

In this area, you will:

- work to keep Aboriginal families together and reunite those who have been separated
- develop, implement and promote Aboriginal family-led action plans, focusing on quality early intervention and support to strengthen Aboriginal families
- engage and collaborate with families and sector professionals to prevent child protection system involvement and/or support family restoration efforts
- promote sustained connection of Aboriginal children to their family and community.

2. Foster and Kinship Care

For Aboriginal children in Out-of-Home Care, you will ensure:

- collaborate with care teams to develop and implement care/cultural plans, and therapeutic support plans
- ensure culturally responsive, appropriate care and support is provided
- safeguard and promote strong connections to their culture, family, and community
- manage care coordination in accordance with daily case management responsibilities, as delegated by the Director-General.

In both areas, you will:

- engage and collaborate with Aboriginal families, community members, ACCO's, community sector organisations and government
- Improve local, cultural, community-led responses to enhance service coordination and outcomes
- Ensure active implementation of the Aboriginal & Torres Strait Islander Child Placement Principle (ATSICPP)
- Champion the delivery of the Closing the Gap priority reforms, particularly targets 11, 12, and 13, for the local Aboriginal community.

KEY RESPONSIBILITIES

As Senior Aboriginal Family Support Practitioner and under supervision and direction of Team Leader, you will:

- develop and implement comprehensive, culturally appropriate and response care plans, Aboriginal Family Led Action Plans, cultural plans, case plans and therapeutic plans
- manage care-co-ordination for Aboriginal children in foster and kinship arrangements, ensuring legislative and policy compliance
- conduct home visits, attend court proceedings, and support clients through legal processes
- perform risk assessments and develop care plans safety
- work in partnership with all stakeholders in a child or young person's network, including families, ACCOs, Elders, and government and non-government agencies.
- champion Aboriginal family-led decision-making, empowering families and children to actively participate in care and protection matters.
- ensure compliance with ATSICPP, keeping Aboriginal children central in all decision-making
- maintain accurate, timely, and high-quality case records in line with the Territory Records Act 2002
- engage in reflective practice, supervision, and ongoing professional development, contributing to a collaborative learning culture.

ESSENTIAL CRITERIA

- Demonstrated experience and expertise in delivering culturally responsive, strengths based, and trauma informed therapeutic interventions to Aboriginal children, young people and their families.
- Demonstrated ability to work within a multi-disciplinary team and work independently when required.
- Demonstrated knowledge of early intervention and prevention practice and principles including a broad understanding of inter-generational trauma and ongoing impacts of colonisation.
- Sound understanding of theoretical knowledge when working with Aboriginal children and families including social and emotional wellbeing.
- Sound understanding of child and adolescent development including the impacts of child abuse and neglect and supporting children and families with complex needs.
- Demonstrated understanding of the ATSICPP and ability to apply this practice.
- Experience and interest in working to make sustainable system change Aboriginal families.
- Strong organisational skills and ability to multi-task with demonstrated experience in working as a valuable part of a team.
- Well-developed verbal, written and interpersonal communication skills.
- Ability to develop strong relationships and work effectively with a wide range of stakeholders including community, Government and Non-Government Organisations.
- Current Working with Vulnerable People Check.
- Current National Police Check - no serious/criminal court record.
- Current Full Drivers History.
- Current Driver's license.
- Current First Aid Certificate.

DESIRABLE CRITERIA

- Minimum 2 years' experience working with Aboriginal children, young people and families in community-based and/or child welfare settings.
- Qualifications in social work, community services, mental health, allied health, youth work or related discipline.
- Experiencing in delivering group programs (e.g. Circles of Security, Tuning into Kids, Functional Family Therapy, Family Group Conferencing etc.)
- Demonstrated ability to use a range of active engagement strategies with vulnerable and at-risk children, young people and their families, and be flexible and creative in meeting their needs

WHAT YOU CAN EXPECT

- Be part of a hardworking, good humoured and supportive team.
- Work in an organisation that values its people promotes a strong sense of belonging and community.

NEXT STEPS

- **For enquiries:** please contact via email CEO – Dea Delaney-Thiele - dthiele@yerrabi.org.au using the subject line: Aboriginal Family Support Practitioner, Empowering Families
- **To apply:** All applications must include **PDF versions** of:-
 - A 1 page cover letter, with a brief description of current and previous experience and your interest in the position. *Please note – applications that do not provide this will not be considered.*
 - A 1-2 page/s briefly addressing all essential and desirable criteria as listed above. *Please note – applications that do not provide this will not be considered.*
 - A current CV including, address, email address, 2 referees with contact details. *Please note – applications that do not provide this will not be considered.*
 - Qualifications, registrations, drivers licence with drivers full history, WWVP, NPC - etc. *Please note – applications that do not provide this will not be considered.*

CLOSING DATE: 5:00pm, Friday 17th October 2025