**Social Worker**

**Closing Date is 5pm Monday, 16 September 2024.**

**The Organisation**

Galambila Aboriginal Corporation trading as Galambila Aboriginal Health Service is an Aboriginal Community Controlled Health Service located in Coffs Harbour, NSW. Galambila is a leading provider of high quality, culturally relevant, comprehensive primary health and related care services. Galambila serves the Aboriginal communities of Coffs Harbour, Urunga, Bellingen and Woolgoolga.

**Important Information**

An offer of employment will be a fixed term arrangement until 30 June 2025. Ongoing placement in the role is subject to continued role availability, funding, and satisfactory performance.

Galambila Aboriginal Health Service considers that being Australian Aboriginal is a genuine occupational qualification under s.14 of the Anti-Discrimination Act 1977 NSW – the successful applicant will need to provide documentation that they are recognised by the Aboriginal Community as being of Aboriginal descent.

Galambila is an equal opportunity employer and all applications for vacancies are based on merit. Women and people with disabilities are encouraged to apply.

Applicants must be Australian citizens or permanent residents or have legal entitlement to work in Australia.

The successful applicant must be eligible for registration with the Australian Association of Social Workers as an accredited Social Worker or Mental Health Social Worker.

**Salary**

Galambila offers the following attractive salary package for the Social Worker:

* Base salary $73,843 - $98,562 dependent on experience p/a includes salary sacrifice up to $31,177 (PBI status);
* Additional benefits include: 11% superannuation; additional leave; ongoing professional development.

**How to apply**

To apply for this role you will need to provide:

* A completed Applicant Details Form;
* Your updated Resume;
* A maximum two page cover letter responding to the capabilities relevant for the role;
* Confirmation that you are recognised as being of Aboriginal descent from the Aboriginal community.

You can submit your application directly by email to [HR@Galambila.org.au](mailto:HR@Galambila.org.au) – alternatively please drop in your application to Galambila Aboriginal Health Service, Corner of Harbour Drive and Boambee St, Coffs Harbour.

For further information or inquiries please ring

Jen Blackburn on (02) 6652 0800

Incomplete or late applications will not be considered for interview.

Applications must be received on or before **5pm Monday, 13 May 2024.**

**APPLICANT DETAILS**

**Position Applied for**

Social Worker

**Name**

Click here to enter text.

**Do you identify and are recognised as Aboriginal or Torres Strait Islander?**

Yes, Aboriginal  Yes, Torres Strait Islander  Yes, Aboriginal and Torres Strait Islander

No, I don’t identify as either Aboriginal or Torres Strait Islander

**Address**

Click here to enter text.

**Suburb, State and postcode**

Click here to enter text.

**Contact Number Alternative Contact Number**

Click here to enter text. Click here to enter text.

**Email address**

Click here to enter text.

**How did you hear about this vacancy?**

Choose an item.

If other, please detail: Click here to enter text.





**Social Worker**

Please note Galambila Aboriginal Health Service considers that being Australian Aboriginal is a genuine occupational qualification under s.14 of the Anti-Discrimination Act 1977 NSW – the successful applicant will need to provide documentation that they are recognised by the Aboriginal Community as being of Aboriginal descent.

**Essential Capabilities:**

**Networks and stakeholders:** Reviews and manages services in response to changing needs of community and works collaboratively with key stakeholders;

**Time management:** Prioritises work; demonstrates an understanding of organisational, team and individual priorities and capacities and ensures that key requirements are met;

**Advocacy:** Articulates clear and persuasive messages about key issues when advocating or negotiating for clients;

**Reflective practice:** Disseminates, promotes and develops reflective and evidenced based practice;

**Knowledge of client issues:** Maintains high level awareness of client issues as impacted by social determinants of health

**Program development:** Manages programs to and work to timelines and budgets and achieve goals and objectives.

**Licence**

Current ‘C’ Class driver’s licence is mandatoryfor this role.

**Qualifications**

It is a pre-requisite for the following qualification:

* Bachelor or Master of Social Work
* First Aid Certificate

**Registration**

The successful applicant must be eligible for registration with the Australian Association of Social Workers as an accredited Social Worker or Mental Health Social Worker.

**Employment Arrangements**

An offer of employment is subject to a six (6) month probationary period. This role is advertised as a three year fixed term arrangement. Continuation in the role is subject to funding and satisfactory performance. A review of performance will be conducted 3 months after commencing. All staff undertake individual Performance Agreements including regular reviews. Your reporting lines may change from time to time at Galambila in accordance with operational requirements.

This appointment is subject to a satisfactory clearance for a police check and a clearance for working with Children undertaken by the Office of the Children’s Guardian (NSW).



**Position Description**

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| --- | --- |
| Position: | Social Worker |
| Location: | Coffs Harbour |
| Pay structure | Galambila 2017 General Enterprise Agreement |
| Classification | HPPS Grade 1 – 3 dependent on experience |
| Hours per week | 40 (Monthly RDO) |
| Responsible to | Regional Coordinator, SEWB/CCC |

|  |
| --- |
| **Our Values** → Compassionate ↔ Respectful ↔ Empowering ↔Inclusive ↔Accountable |
|  |
| **Our Purpose** → Culturally appropriate care that ensures the best possible health and wellbeing outcomes for those on Gumbaynggirr Land |
|  |
| **Our Vision** → Greater choices for our mob to improve health for all stages of life |

**Objectives**

In this role, you will work in collaboration with a small multi-disciplinary Social and Emotional Well-Being (SEWB) team in the delivery of culturally appropriate social work services supporting individuals and communities affected by suicide. This will also involve working closely with fellow SEWB workers, other clinicians and the Regional Coordinator, Culture Care Connect to support clients and their families experiencing mental health conditions to assist in their recovery through the provision of wrap-around support services. This role is based in Coffs Harbour with occasional travel to Grafton.

**Role responsibilities**

* Provide culturally sensitive, trauma-informed counselling and support to individuals and families impacted by suicide within Aboriginal communities, including those bereaved by suicide loss, focusing on strengths and resilience.
* Conduct comprehensive assessments to identify the unique needs of individuals and communities following a death by suicide, including risk factors, protective factors, and appropriate intervention strategies. Co-develop realistic and achievable treatment plans with clients and their families (where appropriate) and walk with the client throughout the implementation of the treatment plan.
* Support collaboration with community leaders, Elders, and other stakeholders to develop and implement culturally relevant postvention programs and initiatives aimed at supporting healing, resilience, and recovery.
* Facilitate support groups and workshop sessions to provide psychoeducation, coping skills, and emotional support to those affected by suicide.
* Support Galambila to advocate for systemic changes and culturally responsive policies to improve access to mental health resources within Aboriginal communities.
* Stay informed about current research, evidence-based interventions, and cultural competency standards related to suicide prevention and postvention.
* Document client interactions, treatment plans, and outcomes in compliance with professional and ethical guidelines and report against these in monthly check-in and supervision.
* Participate in regular case conferences and team meetings to coordinate care and provide culturally appropriate, holistic, integrated support to individuals and families. Review client progress and adjust treatment plans accordingly.
* Contribute to internal program development and quality improvement initiatives, incorporating feedback from clients and stakeholders.

**Non-Smoking Policy**

Galambila provides a smoke-free work environment and promotes a no-smoking culture for staff where they are encouraged and supported not to smoke.

**Selection Criteria**

**Essential**

* Bachelor or Master’s degree in Social Work including current registration with the Australian Association of Social Workers (AASW)of Australia) with minimum of 3 years experience. Demonstrated experience working with Aboriginal communities, an understanding of cultural protocols and sensitivities along with expertise in suicide prevention, postvention, and trauma-informed care approaches.
* Experience delivering evidence-based therapeutic interventions within a stepped model of care and collaborating within multi-disciplinary teams, including but not limited to Cognitive-Behavioural Therapy (CBT), Dialectical Behaviour Therapy (DBT), and Trauma-Focused Cognitive Behavioural Therapy (TF-CBT).
* Facilitation and coordination of group work sessions eg healing circles, wellbeing education groups, support groups, community development and awareness/advocacy groups.
* Excellent communication and interpersonal skills, with the ability to establish trust and rapport across diverse cultural backgrounds.
* Commitment to ongoing cultural learning, self-reflection, and professional development.
* Ability to work collaboratively in multi-disciplinary teams and community-based settings, with a team player and strength-based approach.
* High level of integrity and professionalism.

**Desirable:**

1. Demonstrated knowledge of understanding the Aboriginal Community Controlled Health sector including a high level of understanding of government policy, processes and community needs
2. Ability to balance current issues impacting Aboriginal Health in regional settings with competing tasks while working within a primary health context

**Licenses and Other Certificates**

1. Current ‘C’ Class driver’s licence is mandatoryfor this role.
2. Current Working with Children Check
3. Current First Aid, CPR Certificate

**Qualifications**

* Bachelor or Master’s degree in Social Work.

**Employment Arrangements**

An offer of employment is subject to a six (6) month probationary period. This role is advertised as a fixed term contract until 30 June 2025. Continuation in the role is subject to funding and satisfactory performance. A review of performance will be conducted 3 months after commencing. All staff undertake individual Performance Agreements including regular reviews. Your reporting lines may change from time to time at Galambila in accordance with operational requirements.

This appointment is subject to a satisfactory clearance for a police check and a clearance for working with Children undertaken by the Office of the Children’s Guardian (NSW).

**Workplace responsibilities**

* Work as a team member, seeking support, guidance and direction as required;
* Attend meetings and undertake training as appropriate to the role of Social Worker;
* Perform any other duties consistent with the terms of employments as may be directed or implied from time to time; and
* Participate in staff performance reviews.

**Workplace Health and Safety responsibilities**

* Follow defined WH&S and injury management policies and procedures;
* Take reasonable care for the safety of others in the workplace;
* Ensure organisational compliance with any requirements of the WH&S Act and other legislation with regard to health, safety and welfare in the workplace;
* Not intentionally or recklessly interfere with or misuse anything provided in the interests of health, safety and welfare in compliance with the WH&S Act or other legislation;
* Report all accidents or incidents which did, or could have resulted in, injury to others in the workplace or damage to property;
* Report all hazards or potential hazards;
* Be familiar with emergency evacuation procedures and participate in regular training in safety procedures; and
* Provide input into regular safety inspections for their department.

**Child Protection Responsibilities**

* Be familiar with and adhere to legislation in relation to Child Protection and comply with NSW Health Frontline Procedures for the Protection of Children and Young People; and
* Attend training in Child Protection as required.

**Continuous Quality Improvement responsibilities**

* It is the responsibility of each staff member to be aware of the contents of the policy and procedures manuals and work within the principles contained therein.
* Each staff member is expected to be committed to quality service and to participate in activities to enhance continuous quality improvements in the workplace.

**Non Smoking Policy**

Galambila provides a smoke-free work environment and promotes a no-smoking culture for staff where they are encouraged and supported not to smoke.



**GALAMBILA PRIVACY AND CONFIDENTIALITY INFORMATION**

One of the many rules to which staff must strictly adhere is the rule of professional secrecy and access to confidential information. All Galambila employees must observe a strict code of secrecy in any matters relating to work at Galambila and particularly in relation to information regarding clients/patients.

It is equally important that members of staff do not disclose any health information of clients/patients to any other staff member unless this information is necessary for the provision of care and is exchanged in the course of providing care.

Matters concerning the work of Galambila including information about clients/patients must never be discussed outside of Galambila and each member of staff has a moral and legal obligation to Galambila not to violate the trust placed in them in the handling of sensitive and confidential client and organisation information.

Staff recruited to Galambila are required to sign privacy and confidentiality agreements upon commencement of employment. Breaches of privacy and confidentiality are treated with the utmost seriousness and may result in disciplinary action up to and including termination of employment.

**DOCUMENTARY IDENTIFICATION REQUIRED**

**Successful applicants** will be required to provide the following documentation:

* Working with Children Check verification or application number;
* Proof of identity (such as Birth Certificate, Drivers licence, Proof of Age Card, or Passport); and
* Confirmation of recognition of Aboriginal or Torres Strait Islander descent.