

Regional Victorians of Colour

POSITION DESCRIPTION

Position:	Social Worker
Tenure:	Part time 8 month contract
Hours:	15 hrs per week
Salary:	In accordance with SCHCDs Award Level 4

This is an identified position for those who identify as a woman of colour. Women from a diverse range of ages, cultures, abilities, sexualities and experiences are actively encouraged to apply.

ABOUT REGIONAL VICTORIANS OF COLOUR

Regional Victorians of Colour (RVOC) is a collective of people of colour living in regional Victoria. Our aim is that people of colour belong, are valued and can contribute to regional communities. We advocate for and promote inclusion and social cohesion through initiatives that centre the aspirations of people of colour in regional and rural Victoria. Founded in 2021, RVOC is a registered not-for-profit and based in Bendigo.

POSITION SUMMARY

The position of Social Worker is a newly created position working on our pilot *Women of Colour, Care and Community Project (Women of Colour Project)*. The Women of Colour Project will work with women of colour across regional and rural Victoria to connect, strengthen capacity and support women to take leadership in their communities. This pilot project is funded for an 8 month period by the Victorian State Government.

Within the project, the Social Worker will work with African Australian women across the Loddon Mallee region to provide one-on-one support to increase connection, confidence, wellbeing and skills. The position will work from racial and cultural equity principles to provide strength-based and community-centred support. The Social Worker will also play a supporting role with other components of the *Women of Colour Project*, including capacity strengthening workshops for regional and rural women of colour.

RESPONSIBILITIES

One-on-one support:

- Work from principles of racial and cultural equity
- Use strength-based, community-centred and culturally responsive frameworks
- Undertake needs assessments with community members
- Undertake case plans with community members, including supporting community members to identify, and work towards, their own goals
- Provide one-on-one support, including incidental counselling, information, support to connect to community, wellbeing support, advice and referrals
- Build and maintain good working relationships with key stakeholders and promote understanding and awareness of the needs of African Australian women
- Work collaboratively RVOC staff and volunteers, with community organisations and service providers
- Assist in the identification of unmet community needs and the continuous improvement of RVOC initiatives
- Maintain records, undertake reporting requirements

Organisational duties:

- Participate in training as agreed between supervisor and employee
 - Participate in supervision
 - Participate in organisational meetings and activities
 - Work collaboratively across the organisation to meet community need
 - Undertake other duties as required
-

KEY SELECTION CRITERIA

Essential

1. Identification as a woman of colour
2. Commitment to, and understanding of, racial justice and a desire to work towards a world where the dignity and humanity of everyone is recognised
3. Bachelor of Social Work, Community Development Work or similar
4. Minimum 2 years' experience undertaking casework or case management
5. Experience working with African-Australian communities

CONDITIONS

- Satisfactory police check on commencement
 - A current working with children's check
 - A current driver's licence and access to own vehicle during work hours
 - Probation period of 3 months with the option to extend for a further 3 months
-

BENEFITS OF WORKING WITH REGIONAL VICTORIANS OF COLOUR

Working with Regional Victorians of Colour means:

- Flexible work- choose flexible hours and structure your day in a way that centres work-life balance

- Personal and professional development - we are always learning and we'll provide access to training, mentors and more to invest in your growth
 - Working at an organisation entirely comprised of other people of colour
 - Being part of an organisation with a shared commitment for creating a more racially just, socially just and connected world
-