

Aboriginal High Risk Infant Worker

Department for Child Protection

*Nurturing happy, healthy kids so they
can grow up safe and reach their full potential.*

CLASSIFICATION:	AHP2	DIRECTORATE:	Far North Far West Directorate
REPORTS TO:	Supervisor	FTE:	1.0
ROLES REPORTING TO THIS ROLE:	Nil		

ABOUT THIS ROLE:

The Aboriginal High Risk Infant Worker is a role within the Department for Child Protection (DCP) and is accountable to the Supervisor for providing culturally safe, trauma-informed and family-centred support to Aboriginal families during pregnancy and the early years of a child's life. The role works alongside expectant Aboriginal parents, infants, extended family, Aboriginal Community Controlled Organisations and partner agencies to recognise and build on family strengths and capacity, promote cultural connection, reduce risk and support Aboriginal children to remain safely within their family wherever possible. The role provides specialist assessment, consultation, advocacy, care coordination, service navigation and referrals to support culturally responsive decision-making for Aboriginal infants, Unborn children and their families. Working collaboratively across government, non-government and community services, the Aboriginal High Risk Infant Worker contribute to prevention and early intervention responses that promote the safety, wellbeing and cultural connections of Aboriginal infants by supporting families to build sustainable safety and long-term stability.

The role recognises the importance of family, kinship, culture and Country in supporting the safety, identity and wellbeing of Aboriginal children and works in partnership with families to strengthen these protective factors wherever possible.

YOU WILL BE ADDING VALUE BY:

1. Undertake culturally informed holistic assessments of Aboriginal infants, unborn children and their families that recognise family strengths, cultural identity, kinship networks, family, community and cultural supports and safety needs in accordance with DCP policy and practice standards.
2. Advocate for culturally informed decision-making that promotes the safety, wellbeing and connection of Aboriginal infants and families.
3. Provide specialist cultural advice, assessment and recommendations to inform child protection decision-making, including legal and statutory decision-making processes, including Youth Court proceedings where required, ensuring Aboriginal children's cultural identity and best interests are appropriately considered.
4. Facilitate case meetings with the family and appropriate members of the extended family using a culturally appropriate model to identify problems and concerns to promote independence.
5. Assist families to resolve family and personal difficulties by using specialised knowledge and skills which promote dignity and family decision making processes.
12. Provide specialist advice and professional case consultation to DCP Workers on practical issues regarding casework and case management of High Risk and Unborn Infants and their families. Including guidance on culturally safe engagement, culturally responsive assessment and Aboriginal ways of working with families.
13. Coordinate culturally responsive service responses that promote collaboration between health, Aboriginal organisations, child protection and community services to improve outcomes for Aboriginal infants and families.
14. Support Quality Practice Development to enhance communication and liaison with professionals external to DCP in relation to Unborn and High-Risk Infants across the case management spectrum and strengthen culturally safe practice across agencies working with Aboriginal infants and expectant parents.
15. Promote culturally safe service improvements that strengthen prevention, early intervention and family-led decision making for Aboriginal infants and expectant parents.



6. Identify opportunities to develop Aboriginal families, children and young people's participation through consultation in a holistic manner where possible.
7. Support sustained, culturally responsive intervention through multidisciplinary partnerships that build on family strengths, cultural strengths and community-led solutions.
8. Support Social Workers and Case Managers to engage respectfully with Aboriginal families before and after birth, building trusting relationships that recognise the importance of family, kinship, culture and community in promoting infant safety and wellbeing.
9. Provide and support comprehensive assessments utilising strengths-based, culturally responsive case management processes that empowers families, builds parenting capacity and reduces the likelihood of statutory intervention where it is safe to do so through connections to the appropriate services or referrals for support.
10. Support the interests, rights, cultural identity and needs of Aboriginal clients within the legislative framework and duty of care requirements.
11. Work in genuine partnership with Aboriginal Family Support Workers, Aboriginal Community Controlled Organisations and community Elders where appropriate to strengthen culturally led support for families.
16. Foster genuine and respectful relationships with Aboriginal communities, Elders, Aboriginal organisations and partner agencies while providing consultation and cultural guidance.
17. Reflect on cultural practice, seek cultural supervision and contribute to continuous improvement in culturally responsive service delivery.
18. Engage and build authentic partnerships with Aboriginal communities, Elders and Aboriginal organisations to strengthen community-led responses for Aboriginal infants and families.
19. Provide cultural guidance and specialist advice that strengthens multidisciplinary responses and promotes culturally informed decision-making for High-Risk Unborn Aboriginal children, infants and families.
20. Any other responsibilities in line with the classification level of the role as assigned by Line Manager and/or the Department. The responsibilities as specified above may be altered in accordance with the changing requirements of the role.
21. Contributes 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.

WHO YOU WILL WORK WITH:

- Supervisor (line manager)
- Regional Director, Far North Far West and Managers across the agency
- DCP staff
- Aboriginal Community
- Other government and non-government agencies providing services to the infants, children and young people requiring care and protection.

QUALIFICATIONS

Essential:

- AHP - 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).*

YOUR CAPABILITIES:

- Demonstrated knowledge and understanding of infant, child and adolescent development, child protection legislation and factors influencing child safety and wellbeing
- Demonstrated knowledge and understanding of the social, cultural, historical and environmental influences on family well-being, family development, and positive parenting.
- Ability to undertake brief interventions, family support and strengths-based engagement that empowers families to achieve positive and sustainable change.
- Experience in the provision of support and advice to less experienced practitioners.
- Demonstrated understanding of Aboriginal cultures, kinship systems, family structures and the impacts of colonisation, intergenerational trauma and systemic disadvantage on Aboriginal families.
- Demonstrated ability to engage Aboriginal families using culturally safe, strengths-based and trauma-informed approaches.
- Demonstrated ability to work collaboratively with Aboriginal Community Controlled Organisations, Elders and community representatives.
- Demonstrated ability to advocate for Aboriginal children's rights to maintain connection to family, culture, Country, community and identity in accordance with the Aboriginal and Torres Strait Islander Child Placement Principle.
- Demonstrated commitment to cultural humility, reflective practice and ongoing learning.
- Demonstrate knowledge and commitment to promoting and creating a safe and inclusive work environment.
- Demonstrated ability to establish and maintain trusting, respectful and culturally safe relationships with Aboriginal families experiencing vulnerability.
- Demonstrated ability to work collaboratively with families and partner agencies to identify strengths, reduce risk and support family-led safety planning.
- Demonstrated commitment to working in partnership with Aboriginal families through culturally responsive, family-led and strengths-based practice.

OUR COLLECTIVE 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 & Torres Strait Islander Child Placement Principle.

SPECIAL CONDITIONS

- You must have, or gain, a current Department of Human Services working with children check prior to being employed and renew this every five years before expiry.
- You must be an Australian resident or provide evidence that you have a current work permit.
- You will need to undertake training in Child Safe Environments – Reporting Child Abuse and Neglect and other mandatory training as required.
- The incumbent will be required to achieve performance targets as negotiated and mutually agreed with the Supervisor.
- You may be required to perform duties in other locations/divisions/units dependent upon Departmental requirements.
- 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 (P2 or above) and a willingness to drive is essential.
- Will be required to undertake physical aspects of child management including lifting and carrying babies or small children.



- Demonstrate a commitment to preventing gendered violence against women consistent with DCP's status as a White Ribbon Accredited Workplace.
- Maintain the Program Standards of White Ribbon Reaccreditation.
- 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*.

- The incumbent will be required to be located within a SA hospital.
- *Pursuant to Section 56(2) of the Equal Opportunity Act 1984, only people of Aboriginal and Torres Strait Island Descent may apply for this role.*

Remote Far North locations:

- The incumbent will be located in the Far North (Coober Pedy and APY Lands).
- Require to undertake 4 wheel-drive training and be confident to travel dirt roads/long distances in terrain that is very remote.
- Required to fly on a rotational roster, 8 days on and 6 days off, to APY Lands – Umuwa Base.
- Supervisor and team required to live in shared accommodation.
- A current remote first aid certificate is essential.
- Interstate travel in a small aircraft on a regular basis will be required.



YOU WILL CONTRIBUTE TO



OUR VISION is for all children and young people to grow up safe, healthy, connected and feeling loved so they reach their full potential.



OUR PURPOSE: The Department for Child Protection protects, cares for and empowers children and young people at risk and in care. We do this by working together with our key partners to respond to abuse and neglect, keep children and young people safe from further harm, help them heal from trauma and reach their full potential.



Leaders in practice excellence

Staff in all parts of child protection develop and use best practice in their work to deliver improved outcomes for children, young people, carers, and families.



Closing the Gap

We commit to a transformed child protection system that makes active efforts and where Aboriginal people and communities are empowered to lead decision making about the care and wellbeing of Aboriginal children and young people.



A child protection system that meets the needs of children and young people

We commission and deliver services based on a deep understanding of the needs of children and young people in care and our aspirations for them to heal from trauma and reach their full potential.



A thriving workforce

We are future focused in our workforce strategy, supporting and valuing our staff, proactively recruiting, and establishing sustainable systems, processes and workplaces that enable us to be highly effective.



Active and collaborative partnerships

We work together with our service partners and alongside the community to improve outcomes for children, young people, carers, and families.



Working alongside carers

We respect and value carers as vital partners in keeping children and young people safe and well.



Quality services and safeguarding

We are accountable and transparent, and pursue continuous improvements to promote the safety and wellbeing of children and young people throughout the services we fund and provide.

CERTIFIED CORRECT: 15 July 2026



Government of South Australia
Department for Child Protection