

Principal Aboriginal Consultant

Department for Child Protection

OFFICIAL

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

CLASSIFICATION:

AHP4

DIRECTORATE:

Multiple

REPORTS TO:

Manager, DCP Offices

FTE:

1.0

ROLES REPORTING TO THIS ROLE:

Nil

ABOUT THIS ROLE:

The Principal Aboriginal Consultant is a role within the Department for Child Protection (DCP) and is accountable to the Manager, DCP Office for providing culturally inclusive practice leadership for Office staff in respect to operational and strategic interventions for Aboriginal children, young people and their families. The Principal Aboriginal Consultant will share their expert social work and cultural knowledge and drive practice excellence to achieve improved outcomes for Aboriginal children and young people, their families and carers. The Principal Aboriginal Consultant will collaborate and work closely with the Managers, Supervisors and Practice Leaders and will analysis and provide critical thinking to monitor culturally appropriate practice within the Office. The Principal Aboriginal Consultant will identify cultural practice issues and develop and implement quality improvement practice strategies and navigate pathways to promote self-determination that includes life changing goals that can have real meaning for Aboriginal children and young people in care and their families. The role will inform and contribute to DCP policy and program development as it relates to practice quality and best practice standards and provide expert practice advice to inform strategic planning across DCP. The Principal Aboriginal Consultant role operates as part of an integrated DCP approach to supporting and fostering strong practice and cultural leadership that can influence and guide, practices across the organisation, which also involves the Aboriginal Lead Practitioner, Lead Practitioner, Regional Directors, Practice Leaders, Managers, Supervisors and Aboriginal colleagues.

YOU WILL BE ADDING VALUE BY:

1. Work in partnership with the Practice Leader to provide local leadership to embed and operationalise the Practice Approach and the Aboriginal Child Placement Principle, including providing information, resources, mentoring, coaching and other support to strengthen the practice and cultural capability of Office staff and drive practice excellence.
2. Identify skill and knowledge gaps amongst Office staff and facilitate training or other development activities.
3. Lead strategic practices and projects to build practice and cultural capability within the Office.
4. Facilitate cultural wellbeing/support meetings with Aboriginal staff within the office /region to identify cultural practice themes and issues.
5. Effectively engaged in Clinical cultural supervision with the Aboriginal Lead Practitioner as well as regular Regional leadership meetings with the Regional Director and Practice Leaders.
6. Engage with the relevant Regional Director on a monthly basis to review Aboriginal practice and decision making, including of critical case direction.
7. Undertake research on current innovative cultural practices and tools that can assist in overcoming barriers and cultural biases to help understand cultural perceptions of disability, caring and Aboriginal child rearing and that can assist and respond effectively in practices for Aboriginal children, young people and their families. Develop and promote a learning culture within the Office by developing or sourcing relevant training opportunities, supporting staff to reflect on their practice and on learnings associated with cultural, quality assurance processes and discussing policies and procedures, literature and research.
8. Participate as part of a collaborative and collegiate network of Aboriginal Practice Leaders and Practice Leaders located across individual DCP Offices and other Directorates who work together to drive practice and cultural excellence across the organisation.



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9. Actively engage in cultural supervision with the Aboriginal Lead Practitioner to build own practice leadership capacity.
10. Mentor, coach and co-work with Office staff to ensure case management processes and decision making are consistent with statutory requirements, DCP Practice Approach and Aboriginal Child Placement Principle.
11. In partnership with the Practice Leader provide consultation and evidence-based advice to Office staff on complex cases and operational policy issues as they arise and participate in court and / or legal proceedings as required.
12. Lead awareness of and engagement in learning about Aboriginal cultural practices and/or differences to promote culturally safe practice.
13. Lead awareness of cultural issues as they relate to Aboriginal children and young people, and families.
14. In partnership with the Office Manager, lead ongoing discussions with Office staff and associated initiatives about quality cultural practice and continuous improvement in service delivery.
15. Promote the importance of monitoring both performance and quality indicators amongst Office staff.
16. Participate in leadership groups and other planning and operational meetings as required.
17. Assist Office staff to work collaboratively with and build partnerships with Aboriginal Community and internal and external Aboriginal partners and Aboriginal Community Controlled Organisations (ACCO's).
18. 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.
19. Contribute 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:

Internal

- Office Manager (direct line manager)
- Regional Director
- Operational/Regional Manager
- Regional Director
- DCP Staff
- Practice Leaders across DCP

External

- Other Government and Non-Government agencies
- Aboriginal Practice Directorates

QUALIFICATIONS

Essential: 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).

Note – Persons of Australian Aboriginal or Torres Strait Islander descent, who do not have the essential qualification, are strongly encouraged to undertake study to gain a degree level qualification in Social Worker.

YOUR CAPABILITIES:

- Significant experience in providing high quality evidence based, accountable and culturally appropriate social work practice to children and young people, and their families and carers.
- Demonstrated leadership qualities including engaging and motivating staff to achieve practice excellence.
- Demonstrated experience in establishing and maintaining a professional learning and development environment, including contributing to the delivery of workplace learning opportunities and mentoring, coaching and co-working with staff.
- Experience providing cultural, reflective supervision in a child protection and Aboriginal context.
- Demonstrated commitment to pursuing improved outcomes for Aboriginal children and young people, and their families and carers by providing high quality consultation services.
- Demonstrated and sophisticated understanding of the range of child protection issues and systems affecting Aboriginal children and young people and their families and carers.
- Demonstrated ability to model and promote reflective practice.
- Demonstrated experience in applying the Aboriginal Child Placement Principle and the five core elements.
- Demonstrated ability to work collaboratively with Aboriginal people in a culturally safe manner.
- Demonstrated ability to work in partnership with people from culturally and linguistically diverse backgrounds.
- Proven high quality interpersonal and communication skills including legally defensible writing.
- Demonstrate knowledge and commitment to promoting and creating a safe and inclusive work environment.



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.
- 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*.

SPECIAL CONDITIONS

- The successful applicant is required to gain a Department of Human Services (DHS) working with children check (WWCC) prior to being employed which is required to be renewed every five years before expiry.
- The incumbent will be required to achieve performance targets as negotiated and mutually agreed with the Office Manager and/or Lead Practitioner.
- 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 and a willingness to drive is essential.
- Employees may be required to provide professional/clinical supervision to Social Work students on observational placements and to work experience students.
- Will be required to undertake physical aspects of child management including lifting and carrying babies or small children.
- May be required to perform duties in other locations/divisions/units dependent upon Departmental requirements.
- The incumbent will be required to undertake training in Child Safe Environments – Reporting Child Abuse and Neglect and other mandatory training as required.
- Australian residency or current works permit is required (responsibility of applicant to provide evidence of a current work permit).
- *Pursuant to Section 56(2) of the Equal Opportunity Act 1984 only people of Aboriginal or Torres Strait Islander descent may apply for this role*



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 JULY 2026



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