(02) 9559 5299 • absec.org.au • Redfern, Sydney NSW

AbSec
NSW Child, Family & Community Peak Aboriginal Corporation

AbSec is the peak organisation advocating for the rights, safety, and wellbeing of Aboriginal and Torres Strait Islander children, young people, families, and communities in New South Wales.

As an Aboriginal-led organisation, we champion self-determination and work towards a child and family system that is culturally safe, community-driven, and responsive to the needs of Aboriginal and Torres Strait Islander peoples.

Child Protection Practice Specialist

Key position information	
Job title:	**Child Protection Practice Specialist**
Business unit:	**Policy and Advocacy**
Location:	**Sydney, NSW**
Reports to:	**Director, Policy and Advocacy**
Status:	**Fixed Term / Full Time (35 hours / week)**
Level:	**Level 6 SCHADS Award**
Delegation	**NIL**
Direct reports:	**NIL**
Position requirements	• Tertiary qualifications in social work, psychology, or a related human services field. • Extensive experience in child protection or statutory child welfare practice. • Demonstrated expertise in assessment frameworks, decision-making tools, and risk identification in child protection. • Demonstrated skills in project management, stakeholder engagement and policy development • Sound knowledge of the Children and Young Persons (Care and Protection) Act 1998 (NSW) and related legal and policy frameworks. • This is an identified position for Aboriginal and Torres Strait Islander People authorised under Section 14(d) of the Anti-Discrimination Act 1977

About AbSec

Our vision is that all Aboriginal and Torres Strait Islander children and young people are looked after in safe, thriving Aboriginal and Torres Strait Islander families and communities, raised strong in spirit and identity, with every opportunity for lifelong wellbeing and connection to culture, and surrounded by holistic supports. In working towards this vision, we are guided by these principles:

- Acknowledging and respecting the diversity and knowledge of Aboriginal and Torres Strait Islander communities.
- Acting with professionalism and integrity in striving for quality, culturally responsive services and supports for Aboriginal and Torres Strait Islander families and communities.
- Underpinning the rights of Aboriginal and Torres Strait Islander people to develop our own processes and systems for our communities, particularly in meeting the needs of our children, young people, families and carers.
- Being holistic, integrated and solutions-focused through Aboriginal and Torres Strait Islander control in delivering outcomes for Aboriginal and Torres Strait Islander children, young people, families and communities.
- Committing to a future that empowers Aboriginal and Torres Strait Islander families and communities, representing our communities, and the agencies there to serve them, with transparency and drive.

Position purpose

The Child Protection Practice Specialist provides high-level expertise, advice and leadership in child protection practice, with a particular focus on contributing to the reform and improvement of the Child Protection Assessment Project (CPAP) and establishing a governance structure to monitor implementation.

The role supports the development of a new approach to investigation, assessment and decision making by working collaboratively with stakeholders across DCJ, Aboriginal Community Controlled Organisations (ACCOs), Aboriginal and Torres Strait Islander communities, sector partners and academic experts to ensure reforms are practical, effective and aligned with best practice in child safety and wellbeing.

Function	Accountabilities
Strategic	▪ Provide expert advice and high-level input into the design, review and reform of the Child Protection Assessment Project (CPAP) to ensure it reflects evidence-informed and culturally safe practice. ▪ Build strong collaborative relationships with DCJ, ALS, ACCOs, sector partners, academic experts and community members with lived and living experience to influence and shape child protection reform initiatives. ▪ Contribute to the strategic positioning of AbSec as a leader in culturally responsive child protection practice and policy development. ▪ Develop an approach to support the continued implementation of supported Family is Culture (FIC) recommendations
Operational	▪ Undertake research, practice reviews and policy development and analysis to inform the development of related reforms. ▪ Collaborate with internal and external stakeholders to ensure reform initiatives are culturally responsive, operationally viable, and practically applicable for practitioners. ▪ Lead and participate in working groups, consultations and co-design initiatives to ensure practitioner voice and lived experience are embedded in framework development. ▪ Develop policy and practice guidance based on stakeholder feedback ▪ Collaborate with key stakeholders to develop and deliver practical practice guidance, implementation tools and training materials to support the effective and consistent implementation of the reform. ▪ Monitor, evaluate and report on the implementation and impact of assessment reforms, identifying risks, gaps and opportunities for continuous improvement. ▪ Collaborate with key stakeholders to map and prioritise supported FIC recommendations and drive their integration into policy and practice to support effective implementation. ▪ Establish and strengthen governance mechanisms through the Closing the Gap governance framework to oversee key reform decisions, ensure clear accountability and support effective oversight of implementation. ▪ Coordinate and facilitate meetings with partner agencies, including chairing discussions, preparing agendas and recording and distributing accurate meeting minutes.
Organisational contribution	▪ Actively contribute to a positive, collaborative and culturally strong organisational culture at AbSec. ▪ Share specialist knowledge and build capability within AbSec and partner organisations to strengthen child protection practice across the sector. ▪ Represent AbSec in relevant forums and meetings, promoting the organisation's values and commitment to Aboriginal child safety and wellbeing. Uphold and model cultural safety, respect, and accountability in all aspects of work. ▪ Consistently acts in accordance with AbSec's values, challenges practices inconsistent with these values and uses values as a basis managing relationships and decision-making. ▪ Comply with AbSec Policies and Procedures. ▪ Participate in organisational and professional development activities as directed.

Key relationships	▪ Chief Executive Officer, Directors and other managers ▪ All staff to ensure robust input into activities. ▪ Stakeholders, including members, government agencies and media.

Selection Criteria

The occupant of this position will be able to demonstrate the following criteria:

- Tertiary qualifications in social work, psychology or a related human services field, with extensive experience in child protection or statutory child welfare practice.
- Demonstrated expertise in applying and/or developing assessment frameworks, decision-making tools and approaches to risk identification in child protection.
- Sound knowledge of the Children and Young Persons (Care and Protection) Act 1998 (NSW) and related legal, policy and practice frameworks.
- Proven experience working with Aboriginal children, families and communities in a culturally safe and respectful manner.
- Strong analytical and research skills, with the ability to undertake policy analysis, practice reviews and translate findings into practical tools and guidance.
- Excellent communication, consultation and stakeholder engagement skills, with the ability to work collaboratively across government, community-controlled organisations, and academic partners.
- Demonstrated ability to facilitate workshops and meetings, including chairing discussions, preparing agendas and recording and distributing accurate meeting minutes.
- Demonstrated ability to contribute to reform and practice improvement initiatives, including co-design processes that incorporate practitioner voice and lived and living experience.
- Demonstrated project management skills, including the ability to plan, coordinate and deliver project outcomes and key deliverables within agreed timeframes.
- Commitment to the values, vision and objectives of AbSec, including advancing the rights of Aboriginal children, young people, families and communities.
- Excellent administration, organisation, and time management skills, with a demonstrated ability to plan and manage work priorities and complete concurrent tasks and projects to a high standard within strict deadlines.

The following are desirable:

- Aboriginality and/or understanding of the importance of cultural connections for Aboriginal children, young people, families, and communities.
- An understanding of the Family is Culture report.

Practical Requirements

- Work outside of the normal hours of duty and some business travel may be required.
- Employment will be subject to a National Police Clearance and a NSW Working With Children Check.
- This position has been classified under the Social, Community, Home Care and Disability Services Industry Award 2010. Salary is subject to negotiation, skills, and experience.
- Appointment to this position of a person not currently an employee of AbSec will be subject to a probationary period of 6 months.
- **This is an identified position for Aboriginal and Torres Strait Islander People authorised under Section 14(d) of the Anti-Discrimination Act 1977**