

# Role Description

## First Nations Engagement Worker



Organisation	Caxton Legal Centre
Team/s	Elder Law
Location	Brisbane
Reports to	Senior Managing Social Worker
Award	<i>Social, Community, Home Care and Disability Services Award 2010</i>
Grade/Band	Level 5.1 (plus colonial loading)
Approved By	CEO
Date of Approval	January 2026

### Overview of Caxton

Caxton Community Legal Centre's purpose is to promote and protect human rights in Queensland through access to justice. Caxton provides accessible legal information so people know their rights and can prevent or respond to legal problems. Prioritising those who experience disadvantage, trauma and marginalization, Caxton provides free, high-quality legal assistance and social supports. Caxton advocates for reform to unfair laws, policies and systems. Working collaboratively with volunteers and community partners, Caxton reaches underserved populations. We do all of this to create a more just and inclusive Queensland.

### Our values

Caxton approaches people and its work in the community with a commitment to:

- Accountability and Responsibility - going above and beyond what is expected
- Compassion and Empathy - showing our genuine concern for others
- Respect – valuing all people no matter what
- Integrity - saying and doing the right thing
- Collaboration - believing in the power of working with others

### Primary purpose of the role

This is an identified role focused on engagement with older Aboriginal and Torres Strait Islander peoples, their communities and organisations who support them. The role is a member of the Elder Law Team and works in the Seniors Legal and Support Service (SLASS) which provides case managed legal assistance, social support and community engagement activities across the Greater Brisbane Region to assist older people experiencing or at risk of experiencing elder abuse<sup>1</sup>. The role is performed mainly in the Logan-Beaudesert area.

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<sup>1</sup> 'Elder abuse' is the term used by the Department of Seniors, Disability and Aboriginal and Torres Strait Islander Partnerships to describe acts occurring within a relationship of trust, which harm an older person. Such relationships may include those that older persons have with their adult children, spouses, carers or health professionals. Elder abuse can be of a physical, sexual, financial, psychological, or social nature and can also include neglect and cultural abuse.

## Key accountabilities

1. Identify, engage, consult and collaborate with key Aboriginal and Torres Strait Islander individuals, organisations, groups, and networks, as well as health, aged care and community providers in the Logan-Beaudesert areas to increase access to the Seniors Legal and Support Service and other appropriate programs delivered by Caxton.
2. Participate in the ongoing development and implementation of appropriate strategies to enhance access to the Seniors Legal and Support Service, or other Caxton services as needed, and ensure the services/activities are delivered in a culturally appropriate manner.
3. Provide information, referrals, and case managed social supports/advocacy to older Aboriginal and Torres Strait Islander individual community members and their communities as part of the Seniors Legal and Support Service.
4. Contribute to Caxton's First Nations Plan and its activities. Together with other staff and volunteers, help to ensure that Caxton is culturally sensitive, safe, and welcoming to Aboriginal and Torres Strait Islander peoples and communities.
5. Identify emerging issues associated with preventing and responding to older Aboriginal and Torres Strait Islander people at risk of or experiencing elder abuse.
6. Contribute to the development of resources and deliver training/community engagement activities to raise awareness of elder abuse in First Nations communities. Give older First Nations people opportunities to be consulted on and guide the design and delivery of services that will address elder abuse in their communities.

## Key challenges

- Engaging with First Nations older people and communities who may have low awareness of the risks and impacts of elder abuse and with limited research/knowledge on what works to prevent and respond to elder abuse in First Nations communities
- Promoting an understanding of the needs of First Nations older people who experience elder abuse within an environment of structural barriers, service flaws and discriminatory systems/practices
- Delivering the role within a non-Indigenous led organization

## Key opportunities

To gain a strengthened human rights practice framework by working with a team of social support workers and lawyers in a specialist area where the human rights of older people are promoted and protected.

## Key relationships

Who	Why
<b>Internal</b>	
Managing Senior Social Worker for SLASS	<ul style="list-style-type: none"><li>• The role reports to the Managing Senior Social Worker for direction, support and supervision</li></ul>
Legal Practice Director (Family Domestic Violence & Elder Law)	<ul style="list-style-type: none"><li>• Any legal risk and oversight of the program/role will be managed by this Director</li><li>• For direction and support when the work is done in partnership with a hospital or health service</li></ul>
Managing Senior Lawyer	<ul style="list-style-type: none"><li>• For direction and support around the operational and reporting requirements of the SLASS</li></ul>

Who	Why
Lawyers, Social Support Workers and Intake Workers in the SLASS team	<ul style="list-style-type: none"> <li>• Work in partnership with colleagues to deliver activities, referral pathways and holistic client centred outcomes</li> </ul>
<b>External</b>	
Clients	<ul style="list-style-type: none"> <li>• Provide safe, respectful client engagement</li> </ul>
Logan and Beaudesert Elders, First Nations Organisations and key referral partners	<ul style="list-style-type: none"> <li>• We value good, respectful relationships and inward and outward referral pathways to support client connections and improved responsiveness to older First Nations clients</li> </ul>

## Essential requirements

It is a genuine occupational requirement that this position be filled by an Aboriginal and/or Torres Strait Islander person as permitted by and arguable under Section 25, 104 and 105 of the Anti-Discrimination Act (1991). Applicants must be able to demonstrate that they:

- Are of Aboriginal and/or Torres Strait Islander descent
- Identify as an Aboriginal and/or Torres Strait Islander person
- Are accepted as an Aboriginal and/or Torres Strait Islander person by the Aboriginal and Torres Strait Islander community in which they live and
- Possess knowledge and understanding of Aboriginal and Torres Strait Islander culture and history

To allow confirmation of eligibility to be considered for this role, the successful applicant will be required to assert their status in writing and also nominate a referee who is an Aboriginal and/or Torres Strait Islander who can confirm their status.

Other requirements of the role include:

- Completed studies in social work, health (including mental health), community engagement, social sciences, law, or aged care is not mandatory but highly desirable
- Demonstrated experience working collaboratively and communicate effectively with and within First Nations communities to achieve defined outcomes
- Demonstrated experience providing case managed supports to First Nations people to access and remain engaged with human services to meet individual needs
- A driver's licence and the ability to visit and work across multiple sites in the Logan-Beaudesert area is required
- A criminal history check, and a Working with Vulnerable People / Blue Card check will be undertaken for this position due to the nature of the work involved
- Depending on health laws and regulations, vaccinations can be mandatory in order to work with vulnerable clients and/or be in the workplace. For example, some clients are inpatients in a health facility or live in residential age care facilities which at times are required by law/regulation to ensure visitors are vaccinated and wear personal protective equipment.

I acknowledge that I have received a copy of this Position Description and have read and fully understand all accountabilities, challenges and relationships contained within. I accept that I will observe them fully during my employment.

Staff member signature:

Staff member name:

Date: