

Position Description

Title	Advanced Family Violence Practice Leader
Employment Type	Full time
Position Reports To	Manager Access and Coordination
Work Location	The Orange Door, Geelong
Date of review	November 2022

About The SAFV Centre

Operating across the Barwon, West Melbourne and Wimmera areas of Victoria, The SAFV Centre offers a full suite of services for people impacted by sexual assault and women and children impacted by family violence. Our services include:

- 24-hour crisis care for victim survivors of recent sexual assault and family violence, including advocacy and access to medical care and justice services;
- Intensive case management and court support for women and children who have or are experiencing family violence;
- therapeutic counselling and group programs for women and children who have experienced family violence; and adults, young people and children who have experienced sexual assault (including support for non-offending family members and friends);
- access to high security crisis accommodation for women and their children assessed as being at high risk of further harm; and
- early intervention services for children and young people under the age of 17 years who have engaged in problematic or abusive sexualised behaviours, and young people engaging in family violence behaviours.

Our organisation also delivers professional training and community awareness activities and we participate in a range of prevention initiatives to promote gender equality and negate violence supportive attitudes and cultures.

The SAFV Centre acknowledges and respects the traditional Aboriginal custodians of the land. Our organisation is informed by our feminist philosophy and we provide empowering and respectful services, welcoming diversity and inclusion in all we do. The SAFV Centre is a registered Child Safe Organisation; committed to safeguarding children and young people.

Our organisation's practice approach is shaped by contemporary research and evidence that highlights what is most effective when working with people who have been impacted by the trauma of sexual assault and family violence.

In Geelong, we are co-located in the Barwon Multi-Disciplinary Centre (MDC), with Victoria Police Sexual Offences and Child Abuse Investigation Team (SOCIT) and the Family Violence Police Unit and staff from the Department of Families, Fairness and Housing Child Protection practitioners. As a key partner, our organisation provides a highly specialised response for people who are impacted by the trauma of sexual assault and family violence within an integrated and seamless environment.

In addition, our organisation is a partner in The Orange Door that brings together or a mix of staff employed by Family Safety Victoria and staff from Community Support Organisations in the Barwon area.

About The Orange Door

A key recommendation of the Royal Commission and the Roadmap for Reform was to establish a network of The Orange Door (otherwise known as Support and Safety Hubs) across Victoria to provide a new way for women, children and young people experiencing family violence, and families in need of support with the care, development and wellbeing of children and young people, to access coordinated support from community, health and justice services. The Orange Door also focuses on people who use violence of family violence to keep them in view and plays a role in holding them accountable for their actions and changing their behaviour.

The Orange Door delivers a fundamental change to the way services work with women, children and families, and men. It seeks to provide:

- a more visible contact point so that people know where to go for specialist support;
- help for people to identify family violence and child wellbeing issues;
- support to access justice and legal support;
- advice based on contemporary risk assessment tools and guidance;
- specialist support and tailored advice for victim survivors, families and children, and people who use violence;
- connection and coordination of access to support; and
- a system-wide view of service capacity, client experience and outcomes.

The Orange Door supports the agency of women, children and families by ensuring that the services they receive meet their needs and goals.

The Orange Door in Barwon

As one of five launch sites, The Orange Door in Barwon includes a mix of staff employed by Family Safety Victoria and staff from Community Support Organisations in the Barwon area, Aboriginal services and DFFH, including The SAFV Centre. By bringing together different workforces and practices, The Orange Door provides an integrated team and consolidated access point for:

- women, children, young people and families experiencing family violence;
- Aboriginal services;
- families in need of support with the care, development and well-being of children; and
- people who use violence.

About the role

The Advanced Family Violence Practice Leader will work in collaboration with The Orange Door Manager other Practice Leaders and Team Leaders to lead the delivery of high quality, safe and effective service responses to Victorians seeking support and services through The Orange Door. The Advanced Family Violence Practice Leader will be responsible for providing specialist family violence practice advice and expertise to the workforce and will work collaboratively to build workforce capability, integrated practice and specialist family violence knowledge across all The Orange Door staff provide a client centred and best practice service.

There are five Practice Leader roles within The Orange Door:

- Advanced Family Violence Practice Leader
- Advanced Family Violence Practice Leader (Men's)
- Aboriginal Family Violence Practice Leader
- Integrated Family Violence Practice Leader

- Children and Young Person's Practice Leader

Key Responsibilities

The key responsibilities of the role include:

- Leading and supporting clinical decision-making by Specialist Family Violence practitioners through:
 - Managing high risk and sensitive cases and providing advice regarding challenging clinical and practice issues, including co-managing a number of complex family violence cases.
 - Operating with autonomy and accountability in supporting specialist family violence practice.
 - Implementing systems and processes for timely action and responses, including decision making, escalation and resolution of clinical and practice issues for family violence cases.
 - Implementing systems and procedures to guide specialist family violence practice.
 - Working with Orange Door Team Leaders and Practice Leaders to identify and resolve clinical or practice issues as they arise.
- Providing effective specialist family violence practice advice and support to practitioners by:
 - Providing specialist family violence expertise to the process of intake and assessment.
 - Modelling integrated practice approaches and behaviours integral to ethical clinical practice.
 - Modelling behaviours integral to effective people management.
 - Working with the Manager of Specialist Family Violence Services Orange Door Barwon, Integrated Practice Leaders and Team Leaders to resolve practice issues and support timely clinical support for practitioners.
 - Providing specialist family violence support for Orange Door Team Leaders and practitioners.
 - Modelling and supporting culturally safe, inclusive and responsive family violence practice
 - Ensuring are up to date with any developments in the evidence or practice of family violence risk assessment, risk management and planning.
 - Providing practitioners with relevant information and access to systems to support safe and effective family violence responses as part of an integrated practice approach.
 - Leading and Contributing to reflective practice for The Orange Door team
- Providing sound judgement and authoritative advice on risks, priorities, clinical and practice matters for consideration by The Manager of Specialist Family Violence Services Orange Door Barwon and/or relevant governance groups.
- Building and maintaining positive relationships with key stakeholders to facilitate a partnership and integrated practice approach.
- Working with stakeholders through effective negotiation and influence.
- Providing specialist or secondary consultation to organisations and services.
- Supporting clinical and practice professional development and training of practitioners, including:

- Building capability of practitioners beyond their specialist expertise to deliver specialist family violence responses; integrating informed responses to child and family safety and well-being and responses to men who are identified as respondents.
 - Work with the Integrated Practice Leaders in contributing to Guidelines for Practice within the Orange Door. Coordinating professional development opportunities for the workforce, in partnership with all organisations working collaboratively to deliver Orange Door services, including The SAFV Centre
 - Establishing and contributing to Reflective Practice for practitioners within the Orange Door.
- Providing leadership regarding specialist family violence knowledge and to internal and external stakeholders regarding integrated clinical practice. In the Orange Door context.
 - Overseeing, monitoring and delivering projects to respond to local specialist family violence practice needs, ensuring they are delivered in accordance with relevant legislation, government regulations and guidelines.
 - Providing advice on brokerage funding for clients experiencing family violence.
 - Maintaining accurate and complete records of your work activities in accordance with legislative requirements, departmental records, information security and privacy policies and requirements.
 - Taking reasonable care for your own health and safety, and for that of others in the workplace by working in accordance with legislative requirements and occupational health and safety (OHS) policies and procedures.
 - Managing cross-functional delivery of policies and services impacted by sensitive and complex issues.
 - Supporting systems and service improvements through innovation and collaboration.
 - Participating in relevant supervision, training and other meetings as required by The Orange Door and The SAFV Centre.
 - Adhering to relevant frameworks, standards, policies and procedures of The Orange Door and The SAFV Centre.
 - Ensure work practices are ethical and comply with The SAFV Centre Policy and Procedure and the code of the professional association of which the employee may be a member.
 - Adhering to relevant frameworks the Family Violence Information Sharing Scheme, standards, policies and procedures of The Orange Door, The SAFV Centre and the Barwon MDC.
 - Other duties, as required.

Key Selection Criteria

Your application must address the following:

Essential Qualifications and Experience

- A relevant graduate or post graduate qualification in psychology, social work or other relevant discipline.
- Substantial post graduate professional clinical experience and extensive family violence experience.

Essential Skills and Knowledge

- High level understanding of the drivers/causes of family violence with a gendered feminist, structural, individual, child wellbeing and family context. Accompanied by strong knowledge of the child and family services and/or broader social services sector.
- Expert knowledge and experience working in specialist family violence clinical and social services management roles, including an advanced understanding of trauma-informed practice and the causes and impacts of violence against women and children.
- Demonstrated ability to work collaboratively to drive cultural change that enhance integrated practice and promotes quality practice standards at the Orange Door .
- Demonstrated ability to build and maintain positive working relationships with stakeholders in the Orange Door. Including experience in leading family violence practice within multi-disciplinary teams and collaboratively applying multi-agency approaches to deliver high quality services to vulnerable children, families and diverse communities.
- Demonstrated emotional intelligence and leadership in a fast pace and pressured environment within The Orange Door. Accompanied by the ability build strong stakeholder relationships and build mutually beneficial partnerships.
- Demonstrated sound knowledge and systems thinking to support and provide guidance relating to service system navigation.
- Demonstrated self-management skills and abilities by inviting feedback and understanding of own behaviour and the impact it has on others.
- Demonstrated ability to engage with leaders and partners to support the delivery of the Integrated Practice Framework across The Orange Door.
- Knowledge and understanding of working in accordance with legislative requirements and occupational health and safety (OHS) policies and procedures. Demonstrated ability to take reasonable care for your own health and safety, and for that of others in the workplace by actively driving wellbeing initiatives.

Other

- Commitment to the vision, philosophy, aims and objectives of The Orange Door and The SAFV Centre, including working within a collaborative and integrated team environment.
- Commitment to continuous quality improvement and cultural equity in service delivery.
- Current Victorian Driver's Licence.

Referees

Applicants must provide the name and current contact details of 2-3 professional referees including the most recent or current supervisor.

Period of Appointment

This position is ongoing, dependent on the continuation of funding to the service.

Hours of Work

The position is full time.

The hours of work will be between the hours of 9:00am - 5:06pm.

Flexibility in working hours will be required from time to time as the need arises.

Salary and Conditions

Annual salary range is Specialist Family Violence and Child Protection Practitioner level 8 pay point 1 – 3 \$113,786.40- \$118,265.16 plus superannuation (pro rata for part time).

Salary will be commensurate with experience and skills.

Industrial Instrument: The Sexual Assault & Family Violence Centre Enterprise Agreement 2018.

Salary Packaging: Provided via Maxxia. PBI status with other expenses available to package above this cap. The Sexual Assault & Family Violence Centre is a Public Benevolent Institution.

Superannuation: The employer will also make superannuation payments on your behalf in accordance with the *Superannuation Guarantee (Administration) Act 1992*.

Probationary Period - 6 months with a review conducted during this time.

Employee Responsibility – mandatory prior to commencement (employee expense)

- Valid Working with Children Check.
- National Police Records Check– renewed every 3 years of employment at employee expense.

The SAFV Centre requires all employees and students to be fully vaccinated (two doses) against COVID-19, unless they are an Excepted Person as defined by the COVID-19 Mandatory Vaccination (Workers) Directions. All applicants and students must therefore be able to comply with this requirement.

Other

This position description is subject to review and may change in accordance with the needs of our organisation; including our operations, our clients and our stakeholders.

I, _____, have read and understood this position description and agree to the requirements of this role as set out by The Sexual Assault and Family Violence Centre.

Signed: _____

Date: ____ / ____ / ____

Print name: _____