

## Position Description

<b>Title</b>	Specialist Family Violence Disability Practice Leader
<b>Employment Type</b>	Part time or Full Time (0.8 FTE – 1.0 FTE) Fixed term for 12 months
<b>Reports to</b>	Manager Practice of Development
<b>Work Location</b>	Geelong
<b>Date of review</b>	July 2024

### About The Sexual Assault & Family Violence Centre (The SAFV Centre)

The Sexual Assault & Family Violence Centre (The SAFV Centre) was established in 1978 and continues to grow, delivering integrated specialist response, early intervention, education and prevention services and programs.

Supporting the Victorian community throughout Barwon, Wimmera, and the South West regions, we offer a specialist range of support services to all people impacted by sexual and family violence, encompassing 24 hour crisis care, case management, therapeutic counselling and group programs, early intervention programs, refuge and housing support, legal services, professional training and primary prevention initiatives. We also provide specialised support for all victims of crime through the Victims Assistance Program for Barwon and the South West.

Working across multiple sites and locations, including co-location within the Barwon Multi-Disciplinary Centre, The Orange Doors in Barwon and the South West, outreach locations and within the locally known service Emma House in Warrnambool, our unique combination of services allows us to respond to those that need us, supporting them throughout their journey toward recovery and resilience, while also educating and working with our communities for gender equality to prevent violence from happening in the first place.

We are a collaborative organisation where work is rewarding and team spirit permeates strong culture, values and a client-first focus. At The SAFV Centre, you have the opportunity to professionally grow, flexibility to enjoy your personal commitments, and a connection to purpose that makes a difference to our community.

### Role Purpose and Accountability

#### About the Role

In 2016 the Royal Commission into Family Violence (the Royal Commission) made 227 recommendations to transform the way government, systems and services prevent and respond to family violence. The Royal Commission identified the need for family violence and sexual assault services to provide improved responses to people from diverse communities. It highlighted that people with disability can face multiple and intersecting barriers to identification and reporting family and sexual violence and accessing support. This in turn can compound the risk and severity of family and sexual violence for people with disability. The Royal Commission noted that available evidence suggests a disproportionately high level of violence against people with disability, particularly women, and that for some victim-survivors family violence is the direct cause of their disability. All Victorian services, including sexual assault and family violence services, have an obligation to be inclusive, responsive and fully accessible to adults and children with disability. In April 2019, the

Victorian Government launched the Everybody Matters: Inclusion and Equity Statement. The Statement outlines a 10-year commitment to building a more inclusive, safe, responsive and accountable family violence system with the capacity and capability to meet the diverse and complex needs of all Victorians. The Family Violence and Disability Practice Leader initiative will support specialist sexual assault and family violence services, including The Orange Door Network, to better respond to people with disability and ensure they can access the services and supports they need.

**Purpose**

This position is primarily responsible to provide practice leadership and expert advice at the intersection of sexual and family violence and disability.

**Accountabilities:** *role accountabilities include, but are not limited to;*

**Professional capacity and capability**

- Provide practice leadership and expert advice including the provision of secondary consultation, advocacy, training and resources to sexual assault and family violence services in the Barwon area using an intersectional approach underpinned by the MARAM Framework, Domestic Violence Victoria's Code of Practice: Principles and Standards for Specialist Family Violence Services for Victim-Survivors and The Sexual Assault Standards of Practice Manual.
- Build service delivery partnerships between sexual assault and family violence services and disability services for the enhancement of client outcomes
- Consolidate and disseminate best practice guidance and resources at a local level, including those developed through the State-wide Disability Inclusion Advisor role.
- Provide knowledge and support in relation to disability services literacy including eligibility, referral processes and operations (such as plan reviews and appeals) and key contacts to family violence and sexual assault staff within the host agency and family violence and sexual assault services in the wider Barwon area
- Create opportunities to build the capacity of local disability service providers in response to sexual assault and family violence– for example, providing Local Area Coordinators and Planners with information about sexual assault and family violence services, secondary consultation, and professional development and training opportunities and events.

**Agency-level collaboration**

- Identify existing networks and build relationships to strengthen referral pathways from and to sexual assault and family violence services, including The Orange Door and Barwon MDC, and disability service providers.
- Contribute to the maintenance of existing networks and/or the establishment of new cross-sector networks
- Work with the nominated Aboriginal organisation, once determined, to support delivery of practice advice within an Aboriginal cultural safety framework and the Nargneit Birrang Framework Aboriginal Holistic Healing Framework.

**System coordination**

- Identify and map local referral pathways between sexual assault, family violence, disability services and Disabled Persons Organisations (DPO) through tapping into state-wide and local subject matter expertise, available catchment planning and/or desk-top research.
- Through consultation: validate pathways; identify key relationships, resources, programs, and joint working approaches; and highlight emerging trends, gaps, barriers and/or opportunities for service improvement.
- Identify opportunities to strengthen existing pathways and protocols, and where appropriate, establish new pathways and protocols between agencies.

## **System development**

- Work with the State-wide Disability Inclusion Advisor to develop a state-wide approach to practice leadership and actively participate in the Family Violence and Disability Practice Leader Community of Practice, the State-wide Disability Inclusion Community of Practice and other forums to further a coordinated approach to the program across local areas.
- Contribute to the development and review of practice guidance for the sexual assault and family violence sector in line with key project priorities and timelines.
- Maintain awareness of information sharing reforms (Family Violence Information Sharing Scheme and Child Information Sharing Scheme)
- Work collaboratively with local Strategic Advisors, Practice Leaders and other key stakeholders as identified by the State-wide Disability Inclusion Advisor.
- Collect data and information on service supports, gaps in service provision (including in relation to the NDIS), challenges and opportunities in relation to the project. Provide this information to the State-wide Disability Inclusion Advisor to contribute to identification and analysis of systemic issues and promote program consistency and coordination
- Support continuous improvement through feedback to the State-wide Disability Inclusion Advisor.

## **Reporting**

- Collate relevant data to satisfy reporting and evaluation requirements.
- Relevant data includes: the number of practice leader support interventions, the number of local sector capacity building activities, preparation of case studies that highlight structural and systemic barriers for people with disability, capturing of issues and local practice learning through regular reports to the State-wide Disability Inclusion Advisor.
- Provide updates to the State-wide Disability Inclusion Advisor, who will report back to the Project Advisory Group.
- Perform other relevant duties as required and requested from time to time.

## **Organisational Responsibilities**

- Participate in staff and program meetings, supervision, training and professional development.
- Ensure compliance with relevant legislation, policy, procedures and practice guidelines.
- Actively contribute to the development of a positive and high-performing organisational culture, including by identifying opportunities to improve team work practices.
- Participate in the continuous quality improvement of the SAFV Centre and the development of best practice.
- Take 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.
- Ensure work practices are ethical and comply with The SAFV Centre Policy and Procedure, our code of conduct, and the code of the professional association of which the employee may be a member.
- Other duties as required

## **Key Selection Criteria**

Your application must address the following:

## **Essential Qualifications and Experience**

- Degree or above qualification in social work, psychology, family therapy or trauma related field or at least five years' equivalent leadership experience in the specialist family violence and sexual assault sector.
- Minimum of three years' practice experience in providing services for people who have experienced sexual or family violence.

## **Essential Skills and Knowledge**

- In depth understanding of the evidence on the prevalence, forms and settings of sexual and family violence experienced by people with disability, and the systemic barriers to identification, reporting and accessing support.
- In depth understanding of intersectionality and its application to sexual and family violence experienced by people with disability.
- In depth understanding of the social model of disability and demonstrated knowledge of disability rights and relevant legislation such as the Disability Discrimination Act, Equal Opportunity Act and the Convention on the Rights of Persons with Disabilities.
- The ability to articulate and apply a practice framework focused on engagement and assessment, including extensive knowledge and experience of MARAM, and Family Violence Information Sharing and Child Information Sharing Schemes.
- An understanding of NDIS, including eligibility, referral processes and operations, (such as plan reviews and appeals), and advocacy strategies to leverage support for people who have experienced sexual or family violence.
- An understanding of community development practice, principles of community inclusion, participation and community planning strategies.
- Demonstrated project management skills, including project development, implementation, resource management and evaluation.
- Demonstrated ability to analyse and understand structural supports and barriers and to work effectively at an organisational level to improve practice and promote collaboration.
- Ability to work collaboratively, leverage existing networks and build productive relationships at an organisational and sector level to lead practice change.

## **Desirable**

- Lived experience of disability
- Experience in providing tailored services to people with disability
- In-depth knowledge of the Victorian sexual and family violence service system and other relevant health and human services
- Experience working in a multi-disciplinary context or in collaborative partnership approaches

## **Other**

- Commitment to the vision, philosophy, aims and objectives of The SAFV Centre.
- 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 fixed term for 12 months.

### **Hours of Work**

- The position is 0.8 – 1.0 FTE full time or part time fixed term for 12 months.
- Location of the position is at the Geelong office with regular travel across Barwon, South West and Wimmera sites.
- Hours will usually be worked during business hours of 9.00am to 5.06 pm between Monday to Friday.
- The days are based on the needs of the service.
- Flexibility in working hours will be required from time to time as the need arises.

### **Salary and Conditions**

Annual salary range is classification SCHADS Award Level 7 pay point 1-3 plus superannuation (pro rata for part time).

Industrial Instrument: The Sexual Assault & Family Violence Centre Enterprise Agreement 2023.

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
- Working rights in Australia
- Qualification verification

### **\*Minimum mandatory qualifications requirements**

As per the minimum mandatory qualifications requirements via <https://www.vic.gov.au/mandatory-minimum-qualifications-specialist-family-violence-practitioners> all candidates wishing to apply for this role must be able to demonstrate that they:

- are considered EXEMPT under the policy
- OR hold a Bachelor of Social Work or other equivalent qualification
- OR have minimum 5 years relevant professional experience, OR a related qualification as per the mandatory minimum qualification requirements.

OR hold significant cultural knowledge and experience or lived experience, and have faced barriers to educational pathways.

**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: \_\_\_\_\_