



## Position Description

<b>Title</b>	Advanced Family Violence Practice Leader- The Orange Door
<b>Employment Type</b>	Full Time
<b>Reports to</b>	Client Services Manager
<b>Work Location</b>	The Orange Door, South West, or outreach location as required
<b>Date of review</b>	September 2023

### 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.

In the South West region of Victoria, we offer a range of services to women, children and young people impacted by family violence and also those seeking legal support, and through the delivery of the Victims Assistance Program, we support all people who are a victim of crime, including sexual and family violence.

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 grow, and a connection to purpose that makes a difference to our community.

### About The Orange Door

The Orange Door delivers a fundamental change to the way we work with women, children and families, and men. The role of The Orange Door is 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 and family safety and wellbeing issues
- advice based on contemporary risk assessment tools and guidance and best available information
- specialist support and tailored advice for victims, families and children, and perpetrators
- a strong focus on perpetrator accountability
- connection and coordination of access to support
- an approach across the spectrum of prevention, early intervention and response
- a system-wide view of service capacity, client experience and outcomes.

The Orange Door supports the agency of women, children and families, to ensure that the services they receive meet their needs and their goals. The Orange Door also focuses on people who use family violence and to keep them in view, and plays a role in holding them accountable for their action and changing their behaviour.

Given the phased approach to implementing The Orange Door and the evolving nature of the design process, certain elements of the service model may change over time. The role and operations of The Orange Door will not be static or fixed at one point in time. Just as the practice of The Orange Door will be informed by emerging needs and evidence, and firmly embedded with the principle of continuous improvement, the design and implementation of The Orange Door will continue to develop and be informed by community needs, co-design, evaluation, and practice learnings. Future development of the service model will continue to be set at the state-wide level, informed by local practice and experience.

Orange Doors brings together different workforces and practices to create an integrated Orange Door team and a consolidated intake point in each Orange Door area to create a new way of support for:

- women, children, young people and families experiencing family violence
- perpetrators of family violence
- families in need of support with the care, development and well-being of children.

This is achieved by drawing on the expertise of CSOs, Aboriginal services and DHHS and bringing together workers from organisations that currently:

- receive police referrals for women who are victims of family violence
- receive police referrals for perpetrators of family violence (known as 'Enhanced Intake Services')
- receive child wellbeing referrals
- provide the Child FIRST service
- deliver other relevant services as appropriate, such as those delivered by Aboriginal services.

The position reports to Client Services Manager – Warrnambool.

## **Role Purpose and Accountability**

### **Purpose**

The Advanced Family Violence Practice Leader will work in collaboration with the Hub 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 is 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 in line with the Orange Door Service Model and Integrated Practice Framework.

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

### **Direct Service**

- Leading and supporting family violence practice through:
- Providing specialist secondary case consultation and technical input on complex family violence cases and perpetrator interventions

- Providing specialist family violence expertise to the process of intake and assessment of responses to children's safety and wellbeing
- Co-working and providing daily specialist family violence support (as requested and required) for team leaders
- Working with Orange Door practice leaders, team leaders, and practitioners where appropriate, to identify and resolve practice issues as they arise, especially where there are issues about family violence cases
- Supporting practitioners to understand the tactics of coercion, power and control used by perpetrators of family violence and to apply strategies to hold perpetrators to account
- Operating with autonomy and accountability in supporting specialist family violence practice.
- Prioritising and approving referrals to the Risk Assessment and Management Panel (RAMPs).
- Leading, mentoring and developing hub practitioners and team leaders in family violence practice by:
  - Building capability of practitioners beyond their specialist expertise to deliver specialist - family violence responses to victim survivors, children and families and perpetrators, informed by client experience and in line with the Integrated Practice Framework and relevant legislative frameworks.
  - Supporting practitioners to engage effectively with those accessing services, identify and assess family violence risk, manage risk and prioritise safety and provide effective services
  - Ensuring Orange Door practitioners are up to date with any developments in the evidence or practice of family violence risk assessment, risk management and planning and perpetrator interventions
  - Providing practitioners with relevant information, resources and tools, to support safe and effective family violence responses as part of an integrated practice approach
  - Modelling and supporting culturally safe, inclusive and responsive family violence practice
  - Modelling integrated practice approaches and behaviours integral to ethical clinical practice, including accountability and responsibility for decision making
  - Supporting professional development of practitioners in partnership with other practice leaders, Family Safety Victoria, CSOs, DFFH, Aboriginal services and other local workforce and training planning initiatives
  - Contributing to reflective practice for The Orange Door team in particular in relation to family violence knowledge and expertise.
- Liaising with and providing specialist or secondary consultation to organisations and services within The Orange Door network in order to discuss direct service issues and ensure ongoing safety of victim survivors.
- Working collaboratively with the RAMP coordinators to support multi-agency responses to people referred for RAMP in The Orange Door network.
- Supporting system and service improvement by:
  - Implementing systems and procedures to guide and improve specialist family violence practice, including risk assessment, risk management and planning
  - Working in partnership with the Orange Door Manager, team leaders, and other CSO Managers where appropriate, to foster high quality service
  - Fostering and facilitating family violence practice innovation
  - Providing sound judgement and authoritative advice on risks, priorities, practice issues and opportunities for service improvements to The Orange Door team, and where relevant the Orange Door Manager and/or relevant Orange Door governance groups

- Participating in the monitoring and delivery of projects to respond to local specialist family violence practice needs, ensuring they are delivered in accordance with relevant legislation and government regulations and guidelines.
- Managing stakeholders through effective negotiation and influence and harnessing this network to support clients and ensure effective Orange Door operations.
- Keep accurate and complete records of your work activities in accordance with legislative requirements and the Victorian Government's records, information security and privacy policies and requirements.

### **Organisational Responsibilities**

- Participate in staff and program meetings, supervision, training and professional development.
- Document accurate and complete records of your work activities in accordance with practice guidelines, data systems, legislative requirements, departmental records, information security and privacy policies and requirements.
- 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.
- Ensure work practices are ethical and comply with The SAFV Centre Policy and Procedure and the code of conduct and the professional association of which the employee may be a member.
- 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.
- Other duties, project support and general administration duties required, from time to time.

### **Essential Skills and Knowledge**

- High level of understanding of the drivers/cause of family violence with a gendered feminist, structural, individual, child wellbeing and family context. Accompanied by strong knowledge of perpetrator interventions, and the child and family services and /or broader service sectors.
- A comprehensive understanding of family violence including a theoretical framework that includes intersectional feminist and structural theory and locates individuals within their social and familial context.
- Demonstrated experience in leading family violence practice within complex service delivery contexts, particularly multi-disciplinary and multi-agency approaches to the provision of services to women, vulnerable children, families and diverse communities is required.
- Demonstrated ability to work collaboratively to drive cultural change. A clear concept of the culture required to achieve integrated practice, and deliver effective, culturally safe and responsive services; designs and delivers innovative practices that enhance integrated practice and promotes quality practice standards.
- Expert knowledge and experience working in specialist family violence clinical and social services leadership roles including an advanced understanding of trauma informed practice and the causes and impacts of violence against women and children.
- Has established expertise and capability to lead and embed specialist family violence practice and perpetrator interventions across a multidisciplinary team.
- Demonstrated ability to build and maintain positive working relationships with stakeholders within The Orange Door. With the ability to identify issues in common for one or more stakeholders and to apply this to build mutually beneficial partnerships; identifying and responding to stakeholder's underlying needs.

- Demonstrated sound knowledge and systems thinking to support and provide guidance relations to service system navigation.
- Ability to diagnose trends, obstacles and opportunities in the internal and external environment to offer a more seamless client response.
- Demonstrated self-management skills and abilities by inviting feedback and understanding of own behaviour and impact this has on others.

### **Essential Qualifications and Experience**

- Degree qualification(s) in social work, welfare, psychology or a related discipline
- Minimum 4 years post graduate professional clinical experience and extensive family violence experience.

### **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 ongoing depending on funding.

### **Hours of Work**

- The position is full time
- Location of the position is at the Orange Door, South West, or outreach location as required
- 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 will be paid in accordance with the current industrial instrument, The Sexual Assault & Family Violence Centre Enterprise Agreement 2018, and classified as a Specialist Family Violence Practitioner, Level 8, pay point 1 -3.

Annual salary \$120,338 - \$125,080 plus superannuation (pro rata for part time). Salary will be commensurate with experience and skills.

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*.

Performance reviews are conducted every 12 months.

### **Employee Responsibility – Mandatory prior to commencement**

Employee expense:

- Valid Working with Children Check

- Certified copy of qualifications
- National Police Records Check – renewed every 3 years of employment at employee expense
- Evidence of working rights in Australia

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