

POSITION TITLE:	Advanced Family Violence Practice Lead
POSITION LOCATION:	Warrnambool – travel throughout the Wimmera South West DHHS region and to Melbourne may be required
CLASSIFICATION:	Social, Community, Home Care and Disability Industry Award 2010. Level 7 – Pay Point 3 dependent on skills and experience
TEAM:	Client Services – The Orange Door
EMPLOYMENT:	Fixed term, part time, .4 -.5 FTE

OUR ORGANISATION

Emma House Domestic Violence Services Incorporated (EHDVSI) was established in 1979 and provides support and assistance to women and children who are experiencing, or who have experienced domestic violence / family violence. It is the primary specialist family violence service for South West Victoria. Our range of services can include crisis response, accommodation and/or outreach services, all of which are high quality and contemporary best practice models of service delivery.

EHDVSI is a feminist organisation, and our aim is to provide an empowering, respectful and culturally sensitive service committed to best practice. The EHDVSI hope is for a society where women and children live free from family, domestic or intimate partner violence in all its forms, and we work towards this each day.

ROLE CONTEXT

The Advanced Family Violence Practice Leader is a practice leadership position in The Orange Door.

Auspiced by Emma House within The Orange Door network, the Advanced Family Violence Practice Leader will work in close partnership with the Hub Manager, other practice leaders (Integrated Practice Leader, Child and Family Practice Leader, Senior Child Protection Practitioner/s and Aboriginal Practice Leader) and team leaders to lead family violence practice in The Orange Door and support secondary consultations with internal and external service providers.

The Advanced Family Violence Practice Leader is responsible for providing practice leadership on risk assessment, risk management and planning for family violence and providing expert advice to the Orange Door workforce in relation to complex family violence cases and perpetrator interventions. The Advanced Family Violence Practice Leader will proactively build specialist evidence-based family violence knowledge and capability across the Orange Door workforce in line with the Orange Door Service Model and Integrated Practice Framework.

PRIMARY PURPOSE OF THE ROLE

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.

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 Orange Door team includes a mix of staff employed by FSV and staff employed by CSOs, Aboriginal services and DHHS. For each launch site the size of the team will vary to reflect the local needs.

REPORTING RESPONSIBILITIES

As well as a direct relationship with the Manager Client Services, this role is expected to foster and develop functional relations with the EHDVSI Executive Officer, EHDVSI Executive Team, EHDVSI staff, Orange Door staff and external stakeholders.

KEY RESPONSIBILITIES

1. Leading and supporting family violence practice by:
 - (a) Providing specialist secondary case consultation and technical input on complex family violence cases and perpetrator interventions
 - (b) Providing specialist family violence expertise to the process of intake and assessment of responses to children's safety and wellbeing
 - (c) Co-working and providing daily specialist family violence support (as requested and required) for team leaders
 - (d) Where appropriate, jointly managing a small caseload of complex and/or sensitive family violence cases
 - (e) Working with Orange Door practice leaders, team leaders, and Hub practitioners where appropriate, to identify and resolve practice issues as they arise, especially where there are issues about family violence cases
 - (f) 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
 - (g) Operating with autonomy and accountability in supporting specialist family violence practice.
2. Prioritising and approving Central Information Point (CIP) requests.
3. Prioritising and approving referrals to the Risk Assessment and Management Panel (RAMPs).
4. Leading, mentoring and developing hub practitioners and team leaders in family violence practice by:
 - (a) Building capability 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 (including (including the Children, Youth and Families Act 2005 and Child Wellbeing and Safety Act 2005)
 - (b) Supporting practitioners to engage effectively with those accessing services, identify and assess family violence risk, manage risk and prioritise safety and provide effective services
 - (c) 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
 - (d) Providing practitioners with relevant information, resources and tools, to support safe and effective family violence responses as part of an integrated practice approach
 - (e) Modelling and supporting culturally safe, inclusive and responsive family violence practice
 - (f) Modelling integrated practice approaches and behaviours integral to ethical clinical practice, including accountability and responsibility for decision making

- (g) Supporting professional development of practitioners in partnership with other practice leaders, Family Safety Victoria, CSOs, DHHS, Aboriginal services and other local workforce and training planning initiatives
 - (h) Contributing to reflective practice for The Orange Door team in particular in relation to family violence knowledge and expertise.
5. 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.
 6. Working collaboratively with the RAMP coordinators to support multi-agency responses to people referred for RAMP in The Orange Door network.
 7. Supporting system and service improvement by:
 - a) Implementing systems and procedures to guide and improve specialist family violence practice, including risk assessment, risk management and planning
 - b) Working in partnership with the Centre Manager, team leaders, and other CSO Managers where appropriate, to foster high quality service
 - c) Fostering and facilitating family violence practice innovation
 - d) 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 Hub Manager and/or relevant Orange Door governance groups
 - e) 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.
 8. Building and maintaining positive relationships with key internal and external stakeholders to facilitate a partnership and integrated practice approach.
 9. Managing stakeholders through effective negotiation and influence and harnessing this network to support clients and ensure effective Orange Door operations.
 10. 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.
 11. 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.

Pre Employment Screening

EHDVSI has an obligation to offer a safe environment for children and is required to ensure all employees are appropriately screened before working with children. Screening occurs via the mandatory Working with Children Check Act (2005), whereby all employees must have received a satisfactory assessment before employment can be confirmed, a satisfactory police record check, the interview process, whereby an applicant's personal and professional interest in working with children may be explored, and the referee check process, whereby information will be sought regarding an applicant's history regarding working with children.

In accordance with the COVID-19 Mandatory Vaccination (Workers) Directions, pursuant to section 200(1)(d) of the Public Health and Wellbeing Act 2008 (Vic) Emma House is a mandated workplace, therefore staff are required to be vaccinated against COVID 19 and provide proof of vaccination status or evidence of exemption from the Australian Immunisation Register.

Diversity Statement

EHDVSI acknowledges **Aboriginal and Torres Strait Islander people** as the traditional custodians of the land on which we operate. We commit to working respectfully to honour their ongoing cultural and spiritual connections to the country.

EHDVSI actively values and **promotes diversity and is committed to being inclusive and respectful to all**. We welcome applications from women and people who identify as women who are Aboriginal and Torres Strait Islanders, members of the LGBTIQ+ community, from culturally and linguistically diverse backgrounds and women of all abilities.

Risk Statement: Risk management is a core component of EHDVSI governance arrangements and compliance across the organisation supports the Board, committees and senior management in their strategic and governance roles. Staff have an important role in contributing to, and applying effective risk management within their area of influence.

QUALIFICATIONS, EXPERIENCE AND ABILITIES REQUIRED TO FULFILL THE ROLE

Knowledge and Skills

1. Works collaboratively to drive cultural change: has 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; understands how to build and establish effective practice cultures, identifies change required, describes reasons for it and engages people who can deliver the change.
2. Expert knowledge and experience working in specialist family violence social services leadership roles: has established expertise and capability to lead and embed specialist family violence practice and perpetrator interventions across a multidisciplinary team; has demonstrated experience in applying risk assessment and risk management frameworks in a family violence context; has in-depth knowledge of the gendered nature of family violence, the drivers and causes of family violence and feminist, intersectionality and human rights frameworks pertaining to adults and children; knowledge and understanding of child development, attachment and trauma theories; has deep understanding of the role of the law and legal system in the context of responding to family violence and vulnerable children and families; has knowledge of practice working with women, children, families, victims and perpetrators of family violence; has experience working with Victoria's diverse communities.
3. Stakeholder partnerships: identifies issues in common for one or more stakeholders and uses to build mutually beneficial partnerships; identifies and responds to stakeholder's underlying needs; uses understanding of the stakeholder's organisational context to ensure outcomes are achieved; find innovative solutions to resolve stakeholder issues.
4. Systems thinking: diagnoses trends, obstacles and opportunities in the internal and external environment; understands the linkages between natural systems and communities to inform policy; conceptualises and defines the systems working within the organisation.
5. Self-management: invites feedback on own behaviour and impact; uses new knowledge or information about self to build a broader understanding of own behaviour and the impact it has on others; understands strong emotional reactions and seeks ways to more effectively manage them.

Personal Qualities

1. Relationship building: establishes and maintains relationships with people at all levels; promotes harmony and consensus through diplomatic handling of disagreements; forges useful partnerships with people across

business areas, functions and organisations; builds trust through consistent actions, values and communication; minimises surprises.

2. Initiative and accountability: proactive and self-starting; seizes opportunities and acts upon them; takes responsibility for own actions.
3. Drive and commitment: enthusiastic and committed; demonstrates capacity for sustained effort and hard work; sets high standards of performance for self and others; enjoys a vigorous and dynamic work environment.
4. Teamwork: cooperates and works well with others in pursuit of team goals, collaborates and shares information, shows consideration, concern and respect for others feelings and ideas, accommodates and works well with the different working styles of others, encourages resolution of conflict within the group

Qualifications:

- Professional clinical experience and relevant Degree qualification(s) in social work, welfare, psychology or a related discipline , or willingness to upgrade from a Diploma

***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

Specialist Expertise

- A strong knowledge and understanding of the drivers/causes of family violence and child and family vulnerability, as well as the child and family services and/or broader social services sector and their fundamental practices and theories is required.
- 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 vulnerable children, families and diverse communities is required.

AUTHORISED BY:

NAME: Sue Finucane

POSITION: Acting CEO March 2023

DATE: