

	Position Title: Specialist Therapeutic Children's Practitioner		Team: Access & Crisis Accommodation	Location: Warrnambool <i>Travel and work throughout the Wimmera South West DHHS Region may be required.</i> <i>Travel to Melbourne may be required.</i>
	Reports To: Manager Access & Crisis Accommodation	Supervises: There are no direct reports but the position is expected to work collaboratively throughout the organisation	Employment Status: 1.0 FTE	Classification: Social, Community, Home Care and Disability Services Industry Award 2010 Level 5- pay point dependent on Qualifications, skills and experience

ORGANISATIONAL INFORMATION

STATEMENT OF PURPOSE	ROLE CONTEXT
<p>Emma House Domestic Violence Services Incorporated (EHDVSI) is a quality accredited not for profit organisation, with a community based Board. EHDVSI was established in 1979 and provides support and assistance to women, children, and young people who are experiencing, or who have experienced domestic and family violence. We are a DHHS funded specialist family violence services covering the South West area of Victoria. Our range of services can include crisis response, accommodation and / or outreach, all of which are of high quality and based on contemporary best practice models of service delivery.</p> <p>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. The organisation actively values: Compassion, courage, growth and integrity</p> <p>EHDVSI actively values and promotes diversity in our community and affirms our commitment to be inclusive and respectful to all, regardless of gender, age, race, sex, sexual orientation, and religion, level of ability, cultural or language background.</p> <p>We welcome people who are LGBTIQ+ (lesbian, gay, bisexual, transgender, gender diverse, intersex, queer, plus other sexual minority identities).</p>	<p>This role provides individual counselling and group programs to address the impacts of family violence for children, young people and their parents/carers. The role also has a clinical leadership focus with regard to the development and implementation of appropriate therapeutic support for children and young people including refuge and crisis accommodation, and works closely with professionals and parents/carers to develop trauma-informed therapeutic approaches to support children and young people recovering from family violence.</p> <p>This position sits across the South West Therapeutic Family Violence program and EHDVSI services working closely with the existing specialist children's and young people program. The focus is on addressing the impacts of family violence to ensure children and families are safe, heal from their experiences of violence and develop resilience into the future. The South West Therapeutic Family Violence program is delivered across the South West region through a partnership arrangement between ACF, South West CASA, Brophy Family and Youth Services, Emma House Domestic Violence Services Inc. and Winda-Mara Aboriginal Corporation.</p>

PRIMARY OBJECTIVES OF THE ROLE

To ensure women and children experiencing or who have experienced domestic violence are provided with the appropriate information, options, referrals, supportive counselling and advocacy to allow them to make informed decisions in regard to their situation.

KEY REPORTING RELATIONSHIPS

The role directly reports to Manager- A but is expected to work collaboratively across the entire service delivery and South West Therapeutic Family Violence team.

KEY ACCOUNTABILITIES AND RESPONSIBILITIES

KEY ACCOUNTABILITY	SPECIFIC RESPONSIBILITY
Commitment to Personal & Professional Development	<ul style="list-style-type: none">• Understanding of the value of professional supervision and a willingness to participate in reflective practice• Commitment for maintaining an up to date knowledge base on issues relevant to the specialist domestic and family violence sector• Willingness to participate in annual performance management processes• Willingness and commitment to attend training and educational opportunities as identified in the annual individual professional development plan and as negotiated with the team leader• Knowledge about maximising the opportunities of supervision
Administration, Documentation & Reporting	<ul style="list-style-type: none">• Knowledge of documentation of records within a compliance framework• Knowledge of contemporary case recording principles and the application to service related documentation• Possession of a variety of strategies to accomplish the completion of administrative tasks within nominated timelines• Willingness to undertake associated administrative work• Skills to digitally record client information in accordance with agency and funding body requirements

<p>Technical Skills & Knowledge</p>	<p>Programs and Services</p> <ul style="list-style-type: none"> • To use a developed knowledge base and experience in therapeutic approaches and trauma informed work to work with women and children • To engage in ongoing assessment/review of the therapeutic needs of children victim/survivors to assist with recovery from the impact of domestic and family violence; • To provide specialist individual, group and parent/child therapeutic support to victim/survivors within the program to promote their recovery from the effects of their abuse or experiences of family violence; • To build parent/carer trust to talk about the impact of trauma and family violence on the child, and provide ongoing support to parents/carers to consistently meet the needs of the child; • To use a developed knowledge of risk assessment, safety planning and management for women and children impacted Family Violence to ensure safety and appropriate responses • To work closely with Emma House and partnership practitioners to ensure the safety of women and children • To make appropriate internal and external referrals • To make sound clinical decisions independently and as part of a team • To liaise with related services and other stakeholders such as police, courts, child protection, community service providers and housing services • To ensure that meaningful planning occurs about the cultural needs of Aboriginal and other culturally diverse women, children and young people. <p>Risk Management</p> <ul style="list-style-type: none"> • To identify and report risk matters in accordance with the organisation's Risk Management Policy and Framework • To recommend corrective actions to identified risks and work collaboratively with the Team Leader to achieve appropriate resolutions in a timely manner • To participate in the organisation's OH&S and Workcover policies and procedures.
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	<p>Reporting and Statistics</p> <ul style="list-style-type: none"> • To maintain excellent data records • To collect and collate data as required • To ensure processes and systems are utilised with respect to data collection to meet internal and external stakeholder requirements <p>Compliance Quality and Innovation</p> <ul style="list-style-type: none"> • To participate in the organisation's CQI processes • To participate in quality improvement practices and outcomes in accordance with the relevant industry standards. • To participate in the Accreditation process and continuous improvement plan
Communication & Teamwork	<ul style="list-style-type: none"> • Commitment to effective communication and information sharing with colleagues, Services and Programs Manager, Team Leaders, the Executive Officer and EHDVSI Board • Willingness to represent the organisation professionally and promote its services appropriately • Ability to work in a well-organised manner, both independently and with team members, and to contribute to a harmonious and team-based working environment • Understanding of the principles of effective decision-making and dispute resolution processes • Commitment to constructive networking with other agencies, businesses and services
Continuous Quality Improvement	<ul style="list-style-type: none"> • Contribute to monitoring of service provision to ensure outcomes are in line with internal and external standards, service philosophy and goals • Participation in the development and review of organisational policies, procedures and work instructions as appropriate • Understand the importance of encouraging service users to offer input and feedback about the service via the various channels available • Contribute to continuous quality improvement pursuits to promote high quality and responsive service.

	<ul style="list-style-type: none"> • Understanding of continuous quality improvement principles • Experience in the application of continuous quality improvement principles within the welfare sector
Occupational Health & Safety	<ul style="list-style-type: none"> • Demonstrate an understanding of the shared responsibility for a safe workplace • Understanding of the core responsibilities of an employee in relation to occupational health and safety • Participation in the monitoring of occupational health and safety practices within the workplace, and the addressing of any concerns via the appropriate channels, in a timely manner • Willingness to participate in fire and evacuation drills as required
On-Call	<ul style="list-style-type: none"> • Participate in the rostered after hours family violence response program
Additional Duties	<ul style="list-style-type: none"> • Undertake regular tasks as per requirements • Work within the required financial parameters of the service • Willingness to undertake additional duties as directed and / or negotiated with the Executive Officer • Arrange and provide coverage for those staff supervised during times of absences or leave • Other administrative duties as required
Child Related Precautions	<p>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.</p>

KNOWLEDGE SKILLS AND ABILITIES REQUIRED TO FULFILL THE ROLE

- Commitment to the vision, philosophy, aims and objectives of EHDVSI
- Understanding of the nature, scope and impact of domestic violence on victim/survivor, particularly children
- Demonstrated knowledge of trauma, attachment and neurobiology frameworks and theories.
- Skills to develop and review immediate safety plans in collaboration with the clients
- Possession of a client focused approach that facilitates empowerment and independence for victim/survivors.
- Understanding of and a commitment to advocating against structural inequality as it relates to victim survivors both adult and their children
- Knowledge and skills in a variety of holistic practice modalities.
- Ability to undertake considered and comprehensive client safety / risk assessments
- Willingness to provide relevant information to victim/survivors regarding domestic violence issues, the support offered by this service and other agencies, and available options
- Ability to work cooperatively and collaboratively with victim/survivors, colleagues and other service providers
- Participation in the delivery of public awareness / community education activities regarding domestic violence issues and the community impact of domestic violence
- Understanding of and a commitment to maintaining professional practice and boundaries

QUALIFICATIONS AND EXPERIENCE

- Bachelor of Social Work or equivalent Bachelor level qualification.
- Current Victorian Drivers Licence
- Current satisfactory Police Records Check (or the ability to obtain one prior to commencement)
- Current Working With Children Check (or the ability to obtain one prior to commencement)
- Experience in a similar role is highly regarded
- Demonstrated experience in the area of child abuse and/or in working with traumatised children

DESIRABLE

- Completion of Domestic and Family Violence specific training, particularly in risk assessment and safety planning
- A comprehensive understanding of the complex issues and systems that impact upon women and children who have experienced family violence, including the social, political, emotional, legal, medical and economic contexts.
- Demonstrated capacity to communicate effectively and positively within a team environment.
- A well-developed ability to assist others to understand the implications of Trauma and Attachment theories and their relationship to child abuse and family violence.
- Knowledge of and expertise in delivering a range of appropriate therapeutic interventions to the client group.
- Demonstrated commitment to a learning culture and continuous improvement
- An awareness of key agency stakeholders
- Knowledge of the principles of gender inequality and feminist theory

APPROVAL

Signature of Manager:



Date: May 2020