

Position Description

Title	The Orange Door Practitioner
Employment Type	Full time or Part time (0.8FTE)
Reports to	SIT Team Leader -The Orange Door
Work Location	The Orange Door – South West and outreach locations as required
Date of review	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

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 perpetrators 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 victims, families and children, and perpetrators;
- 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.

Role Purpose and Accountability

Purpose

The Orange Door Practitioner will work within the multi-disciplinary Orange Door team and deliver high quality, safe and effective service responses to Victorians seeking support and services through The Orange Door. As a practitioner, you will work as an integrated member of the Orange Door team to delivering an integrated practice model.

The position reports to SIT Team Leader – South West

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

Direct Service

The key responsibilities of the role include:

- Provision of an initial screening for all calls coming into The Orange Door including women and children and young people who are experiencing family violence, people who use violence and families requiring support. This may include calls outside of your speciality stream.
- Receive and manage all family violence referrals for women and children to The Orange Door Access Point at Warrnambool, including the delivery of client screening, assessment, crisis responses, service planning, targeted interventions, allocation and coordinated referrals consistent with The Orange Door operational and practice guidelines, relevant risk assessment tools and frameworks.
- Work collaboratively with The Orange Door team and deliver professional, multi-disciplinary and integrated family violence support services to women and their children, including risk assessments, planning, brief intervention, and case conferences.
- Provide clients with timely, accurate and relevant information to ensure they are able to make informed choices.
- Provide advocacy and support to assist clients to effectively manage and navigate the broader service system.
- Play an active role in keeping perpetrators of family violence in view and hold them accountable through gathering and sharing information with key agencies.
- Adopt a trauma-informed approach to your work and support clients to make choices and decisions about their lives.
- Apply for brokerage on behalf of clients in accordance with Orange Door Brokerage Guidelines
- Contribute to the review, development and implementation of systems, policies, and procedures to build and enhance The Orange Door service model.
- 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.
- Adhere to relevant frameworks the Family Violence Information Sharing Scheme, standards, policies and procedures of The Orange Door and The SAFV Centre.

Organisational Responsibilities

- Participate in staff and program meetings, supervision, training and professional development.
- 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.
- 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.
- Other duties, project support and general administration duties required, from time to time.

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.
- A minimum two years relevant experience.

Essential Skills and Knowledge

- 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.
- Sound knowledge of the effect and impact of family violence interpersonal trauma on adults, young people, children and non-offending family members.
- Demonstrated experience and capabilities working with women and their children who have experienced family violence
- Demonstrated capacity to complete family violence risk assessments, develop safety plans, manage risk, deliver brief crisis intervention, and case work.
- Ability to work within an integrated and multi-disciplinary team.
- Demonstrated ability to advocate, liaise and work collaboratively with colleagues from different disciplines and across complex systems.
- Demonstrated capacity to apply theoretical frameworks to practice.
- Ability to manage complex and demanding work.
- Ability to practice independently with a high degree of autonomy and to participate as a member of a team.
- Demonstrated ability to maintain accurate and confidential case notes and maintain accurate and timely data and provide reports as required.

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 or part time.
- Location of the position is at The Orange Door, South West or outreach locations 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 5, pay point 1 -3.

Annual salary \$93,860 – \$98,128 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.