



- Position:** Advanced Family Violence Practice Leader
- Team:** Orange Door
- EFT:** Full Time
- Hours:** 9.00 a.m. – 5.06 p.m.
- After Hours:** rostered on one week in 10-15 to respond to victim survivors experiencing crisis
- Accountable:** Family Violence Services Manager
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BACKGROUND

Centre Against Violence (CAV) was previously known as Upper Murray Centre Against Sexual Assault (UMCASA). The original organisation UMCASA was established in the early 1990s by a group of people from north east Victoria. In 1992, the organisation was incorporated under the Associations Incorporation Act and has always been managed by a community-based Board of Management. In 2012 the new name of Centre Against Violence was created to incorporate the diversity of programs operating under the auspice of the organisation.

CAV receives core funding through the Victorian Government Department of Families, Fairness and Housing. From time-to-time special project funding is sought from other sources.

CAV operates within a feminist framework in respect of our understanding and analysis of sexual assault and family/domestic violence. CAV provides crisis care and case management for victim survivors of family violence attending to safety and recovery within a MARAM framework. CAV also provides advocacy, information and support to adults, children and young people who have experienced sexual assault and their supporting family members and friends. We also offer services to children and young people under 18 years old who are identified as having harmful sexual behaviours.

CAV is committed to helping people of all gender identities, ethnicities, races, sexual orientations, religions, ages and physical abilities. This includes trans, gender diverse and non-binary people of all gender identities and expressions as well as cisgender women and men. We respect and celebrate the diversity within our communities and workplace and recognise that people may use different terms to describe their identity and experiences.

At CAV you are required to include and celebrate differences such as gender, age, culture, disability, sexual orientation, religion, spirituality, family and caring responsibilities. These are all valued, respected and celebrated.

CAV is linked to the Victorian after hours sexual assault crisis telephone service: SACL. Our agency provides 7 days per week 24 hours per day crisis care service to victim survivors of recent sexual assault (Recent = past two weeks).

CAV is also linked to Safe Steps, the state-wide family violence crisis service. CAV provides 24/7 crisis care for victim survivors affected by family/domestic violence.



CAV refers to the following Codes of Practice:

- Code of Practice: Principles and Standards for Specialist Family Violence Services for Victim- Survivors 2nd Edition 2020 DV Vic
- HSB– Intervention network for children and young people identified as using harmful sexual behaviours
- SAS Victoria- the peak body for sexual assault services and harmful sexual behaviours services. Standards of practice produced under the SAS Victoria networks guidelines are upheld.
- CAV's policies and procedures set standards of practice

CAV operates a service delivery system which complies with the requirements of ISO:9001 Quality Management System, Human Services Standards and the Rainbow Tick Standards.

Workers employed in CAV programs are provided with permanent employment subject to funding for this program being retained and to successful completion of six months' probation demonstrated by compliance to the terms of employment described in the CAV Employment Agreement which includes all requirements of the Quality Management System.

Advanced Family Violence Practice Leader

The Advanced Family Violence Practice Leader is a practice leadership position auspiced by Centre Against Violence and working in the Ovens Murray Orange Door.

The Advanced Family Violence Practice Leader will work in close partnership with the Hub Manager, other practice leaders (Integrated 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.

Are you

- A high performing specialist family violence practitioner with extensive experience working with highly sensitive and complex family violence cases?
- Experienced in supporting and developing multi-disciplinary practitioners to work effectively with victim survivors including children, and perpetrators?
- Passionate about service reform, integrated service delivery and improving outcomes for adults, young people and children?
- A team player, with strong experience managing stakeholder relationships and working in partnership?



Practice Leader roles (The Orange Door)

The Practice Leader roles within the Orange Door (Support and Safety hubs) play a pivotal role in contributing to The Orange Door leadership and providing expert practice advice utilising relevant theoretical frameworks. The Orange Door operates within an Integrated Practice Framework reinforced by Practice Leaders working collaboratively across the various specialist roles within the practice stream. All Practice Leaders are expected to consult and collaborate with the broader leadership team within The Orange Door, and to work to build capability across all staff to work effectively with all clients.

There are five Practice Leader roles within The Orange Door:

- Advanced Family Violence Practice Leader – Victim Survivors
- Advanced Family Violence Practice Leader (Men's)
- Aboriginal Family Violence Practice Leader
- Integrated Family Violence Practice Leader
- Children and Young Person's Practice Leader

AWARD

Salary and employment conditions are in accordance with the **Social, Community, Home Care and Disability Services Industry Award 2010**. Pay scales are in accordance with the Social and Community Services – Victoria – Award 2000. Classifications will be negotiated according to qualifications and experience.

Support and Safety Hubs (The Orange Door)

The Victorian Government has committed to implementing all 227 recommendations of the Royal Commission into Family Violence and to delivering on the vision described in *Roadmap for Reform: Strong families, Safe children*.

A key recommendation of the Royal Commission and the Roadmap for Reform was to establish a network of Support and Safety Hubs ('Hubs') across Victoria to provide a new way for adults, young people and children experiencing family violence, and families who need assistance with the care and wellbeing of children to access the services they need to be safe and supported. These Hubs are known as The Orange Door.

The Orange Door is also intended to hold perpetrators to account by planning interventions to address the risk they pose and challenging their controlling, violent and abusive behaviour.

The Orange Door keeps the whole family in view and provides a more visible contact point to access family violence services, family services and perpetrators services, with expert support tailored to each family member's needs.

Given the phased approach to implementing The Orange Doors 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.



Role of The Orange Door

The Orange Door delivers a fundamental change to the way we work with adults, young people and children. 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 adults, young people and children, to ensure that the services they receive meet their needs and their goals.

The Orange Door Team

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:

- Adults, young people and children 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 Department of Fairness, Families and Housing (DFFH) formally known as DHHS and bringing together workers from organisations that currently:

- receive police referrals for victim survivors 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 DFFH. For each launch site the size of the team will vary to reflect the local needs.

Accountabilities

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



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- (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, DFFH, Aboriginal services and other local workforce and training planning initiatives
 - (h) Contributing to reflective practice for The Orange Door team 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 to discuss and address 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:



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- 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.

Selection criteria

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, young people 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 adults, young people, children, victim survivors 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 - analyses trends, obstacles, and opportunities in the internal and external environment; understands the linkages between ecological 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 manage them more effectively.

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 the feelings of others and their ideas, accommodates and works well with the different working styles of others, encourages resolution of conflict within the group.

Qualifications

- Professional clinical/case management experience and relevant qualification(s) in social work, welfare, psychology or a related discipline is essential.

Specialist Expertise

- A strong knowledge and understanding of the drivers/cause 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.

Safety Screening

- *The successful candidate holds a current Victorian Drivers Licence without risk of loss through demerit points.*
- *The successful candidate holds or is willing to undertake a current Police Check and WWC ensuring their suitability as an employee of CAV.*
- *Applicants who have lived overseas for 12 months or longer during the past 10 years are required to provide the results of an international police check. Applicants should contact the relevant overseas police force to obtain this and submit as part of their application. Details of overseas police agencies are available on the Department of Immigration website www.immi.gov.au and can be searched for under the phrase, 'penal clearance certificate'.*
- *Is not and has not been subject to an intervention order by this title or any other used in Australia or overseas*
- *The successful candidate agrees that the Orange Door selection panel reserves the right to contact previous employers and organisations that have contracted the candidate even if such contacts have not been named as referees for the purpose of checking authenticity and claims to experience/knowledge.*
- *The successful candidate, when offered the position, accepts the position with a declaration that there is no health status, either physical or mental that disables their ability to work effectively daily and notifies CAV if there is any need for modification to aid them at work.*