



- Position:** Family Violence Team Leader
- Team:** Orange Door
- EFT:** Full Time
- Hours:** 9.00 a.m. – 5.06 p.m.
- After Hours:** Provide continuity of services past business hours as required from time to time.
- 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.

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 DFFH 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.

Family Violence Team Leader

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

The Family Violence Team 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 Family Violence Team Leader is responsible for providing practice leadership and oversight for members of the Family Violence Team in order for them to undertake their roles successfully. This role will provide a consistent link and flow between the crisis care support provided by the family violence crisis care teams work with victim survivors during the week to over the weekend

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.

Accountabilities

1. To provide practice leadership and supervision to the staff members providing crisis care and support services to victim survivors.
2. Directly undertake intake and L17 response as required, understanding the role thoroughly and delivering to a high standard
3. Provide risk assessment and safety planning in line with the current iteration of Victorian Risk Assessment Frameworks and best practice guidelines in Victoria relating to responding to family violence
4. Provide regular briefings and handover to the Family Violence Services Manager and other relevant staff members.



CENTRE AGAINST VIOLENCE

5. Ensure that the risk assessment, safety planning and care of both victim survivors referred to CAV is a high priority
6. Represent CAV as required to read, consult and relate to emerging reforms affecting intake and after hours and keep CAV leadership fully informed.
7. To establish, maintain and foster strong, positive relationships with key stakeholders within and outside of CAV including but not limited to: the RAMP (Risk Assessment Management Panel) Coordinator, Specialist Family Violence Practitioner, Family Violence Liaison Officers/Vic Pol, Child First Team/UMFC, Gateway Health Teams including family violence and MBC and Beyond Housing Team Leaders.
8. Contribute to happiness at work by supporting staff members in their activities, maintaining a positive approach to all programs, strategic and operational planning, application of quality management systems and maintaining a partnership with the CEO, OMCASA Services Manager and the Family Violence Services Manager that contributes to the dynamic capacity of the organisation to be strongly strategic in the sector. Ensuring always that the CAV Code of Conduct is practiced to standard and that team members also practice the code of conduct to standards described.
9. To engage in supervision and reflection with the Family Violence Services Manager.
10. To provide both supervision and reflective practice opportunities for the employees in their team.
11. Participate in professional development to pursue the development of relevant specialist skills and knowledge that will extend the range of skills and therefore the quality of service available to clients.

Selection criteria

Knowledge and skills

1. Commitment to the philosophy of Centre Against Violence and to the values it upholds.
2. Leadership knowledge and skills that will enable the supervision of a team of crisis care and intake workers that support the safety and recovery of victim survivors.
3. Good written and verbal communication skills with the ability to communicate positively and supportively with a variety of people in different settings.
4. Well-developed crisis care theories/frameworks relevant to:
 - a. Brief interventions for victim survivors affected by family violence
 - b. Crisis intervention
 - c. Telephone crisis intervention
 - d. Children and young people affected by family violence
 - e. Working with families
5. Well-developed understanding of the broad range of issues surrounding family violence.
6. Knowledge of rural issues and needs and an understanding of the specific issues for CAV clients in a rural context.
7. Strongly capable of maintaining strategic and operational professional relationships internally and externally.
8. Commitment to teamwork and democratic work practices with a demonstrated capacity to work respectfully and progressively with supervisees and colleagues.
9. Commitment to teamwork and working respectfully and progressively with CEO, Management and Orange Door partners.
10. Commitment to professional supervision, development and support.
11. Current driver's licence.
12. Relevant formal graduate and post graduate qualifications and holding professional registration
13. Working with Children's Check and Police Check or willing to apply for these checks.



Personal qualities

- Ability to engage with all levels of the community.
- Internally driven and motivated.
- Good time management skills.
- Ability to work to task.
- An inclusive understanding of team.
- An ability to be flexible and think creatively.
- Feminist

Qualifications

It is expected that applicants will hold a degree in Social Work or Psychology (minimum entry requirement). The successful applicant will demonstrate knowledge and understanding of the issues of family violence and will have crisis care and leadership skills.

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.*