

POSITION DESCRIPTION – Family Violence Senior Practitioner

Position:	Family Violence Senior Practitioner
Team:	Family Violence
EFT:	Full Time
Hours:	9.00 – 5.06 (flexibility available)
Accountable:	Manager Family Violence Services

BACKGROUND

Our organisation is embedded with the values of respect, commitment, trust, integrity, and equity. We foster an organisational culture that embraces growth, adaptation and empowerment, the preservation of safety, and the pursuit of social justice.

Centre Against Violence (CAV) is managed by a community-based Board of Management and 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 provides crisis care and case management for victim survivors of family violence and 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.

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.

ACCOUNTABILITY

Responsible to the Manager Family Violence Services and through the CEO to the Board of Management of the Centre Against Violence (CAV).

AWARD

Salary and employment conditions are in accordance with the **Social, Community, Home Care and Disability Services Industry Award 2010**.

LOCATION

This position can be based in either the Wangaratta or Wodonga office. Travel between offices and other areas of the Ovens and Murray region will be required.

The Centre Against Violence offers flexible work arrangements.

MAIN PURPOSE

This role will be responsible for supporting the supervision and development of the family violence practitioner team, including supporting the day-to-day operations of programs and service staff in line with operational guidelines, service specifications and targets, relevant risk assessment tools, frameworks, policies, and legislation. This position will also carry a small high risk/complex case load.

QUALIFICATIONS AND EXPERIENCE

- Tertiary qualifications in Psychology, Social Work, or a related social science discipline
- Minimum 2 years' experience working within the family violence sector
- Experience in the provision of high-quality assessment of individuals and families, where family violence is an identified risk and within supervision
- Excellent written and oral communication skills

KEY RESPONSIBILITIES

1. Support the induction and mentoring of new and existing Specialist Family Violence Practitioners.
2. Demonstrate and actively promote the vision, purpose, and values of CAV. Comply to organisation policies and procedures and actively contribute to a positive work culture.
3. Build and maintain positive working relationships with partners and external services.
4. Provide skilled triaging, risk assessments, safety planning, referrals, targeted interventions, and brokerage for family violence clients. Support Specialist Family Violence Practitioners in recognising client escalation.
5. Provide a high-quality case management service to victim survivors.
6. Support and provide outreach services within the Ovens Murray District, including Wangaratta, Wodonga, Benalla, Bright, Tallangatta, Myrtleford and Mansfield.
7. Participate in afterhours: Safe steps and CAV have partnered to provide after-hours crisis service provision to victim survivors. Provide a local response; face-to-face or phone-based contact with an individual or family where support is required.
8. Respond to requests made for secondary consultations as the specialist family violence agency and follow up cases identified as at serious risk.

ACCOUNTABILITY AND EXTENT OF AUTHORITY

- Required to make decisions based on knowledge and experience that ensure problems and issues related to the position are promptly remedied or are reported to appropriate persons.
- Exercise professional and independent judgement in problem solving and developing positive working relationships with external stakeholders, partners and staff.

KEY SELECTION CRITERIA

1. Commitment to the philosophy of the Centre Against Violence and the values it upholds, and a high level of personal integrity.
2. A qualification or relevant experience in line with the minimum mandatory qualification requirements for specialist family violence practitioners and, where required, a willingness to work towards the minimum qualification.
3. Experience working in a senior role in family violence (or related sector e.g., Family services, child protection) with the ability to provide support to colleagues.

4. Comprehensive knowledge of the family violence service system for clients and of relevant government policy reforms and initiatives.
5. Demonstrated experience in building positive relationships with a broad range of internal and external stakeholders that contribute to high quality service provision for clients.
6. A strong understanding and experience in trauma informed care.
7. Demonstrated ability to work autonomously under limited direction.
8. Ability to assess, respond to and develop strategies to mitigate risk from a client, staff and organisational perspective.
9. Excellent communication skills and a strong appreciation and respect towards the diverse groups and cultures that exist within the Ovens and Murray region.
10. Current Drivers Licence.

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 WWCC ensuring their suitability as an employee of CAV.*
- *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 CAV 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 on a daily basis and notifies CAV if there is any need for modification to aid them at work.*