

	<b>Position Title:</b> Advanced Family Violence Practice Leader	<b>Team:</b> Western Family Violence Service		<b>Region:</b> Western <b>Office:</b> Orange Door
	<b>Supervisor:</b> Program Manager - Intake and Response	<b>Delegations and Authorities:</b> In Line with Delegations Policy	<b>Band:</b> C <b>Rem:</b> SCHCADS Lv 8 \$10,500pa Motor Vehicle Allowance	<b>Date Completed:</b> August 2019

OUR VISION AND PURPOSE	ROLE AND PROGRAM CONTEXT
<p><b>We believe children, young people and families should be safe, thriving and hopeful.</b></p> <p><b>Our Vision for 2022: Together we will courageously change lives and reimagine service systems.</b></p> <p>For over 140 years, Berry Street has adapted to a changing world, and we will continue to adapt to achieve our purpose.</p> <p>Berry Street will continue to be a strong and independent voice for the children, young people and families with whom we work. In collaboration with others, we will advocate for investment in early intervention and prevention services that enable families to be safe and stay together. We will use approaches that are culturally safe and informed by the best evidence available. We will measure and learn from the impact of our work, and we will continually contemporise our models of practice.</p> <p><b>We look forward to working with children, young people, families, carers, staff and partners to achieve this vision. Together.</b></p>	<p>The Western Family Violence Service is an entry point for Police Referrals covering the Central Highlands Region, which includes: Ararat, Ballarat, Golden Plains, Hepburn, Moorabool and Pyrenees. The service provides a range of support services to women and their children who have experienced Family Violence, including an After Hours Crisis service across the Western Region. The Western Family Violence Service will provide a Specialist Family Violence team within The Orange Door (Central Highlands Region) as an initiative resulting per Recommendations 37 and 38 of the Royal Commission into Family Violence.</p> <p>The Orange Door is central to Victoria’s approach to addressing both family violence and ensuring child safety and wellbeing. The vision is 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.</p> <p>The Orange Door will deliver a fundamental change to the way we work with women, children and families, and men. The role of The Orange Door is to provide:</p> <ul style="list-style-type: none"> <li>• a more visible contact point so that people know where to go for specialist support</li> <li>• help for people to identify family violence and child and family safety and wellbeing issues</li> <li>• advice based on contemporary risk assessment tools and guidance and best available information</li> <li>• specialist support and tailored advice for victims, families and children, and perpetrators</li> <li>• a strong focus on perpetrator accountability</li> <li>• connection and coordination of access to support</li> <li>• an approach across the spectrum of prevention, early intervention and response</li> <li>• a system-wide view of service capacity, client experience and outcomes.</li> </ul> <p>The Orange Door will support the agency of women, children and families, to ensure that the services they receive meet their needs and their goals.</p> <p>The Orange Door has a commitment to fostering a collaborative and supportive team environment with a strong focus on building strong partnerships with relevant external organisations.</p>
<p><b>OUR VALUES</b></p> <p><b>We expect all staff to apply these Values in all aspects of their work.</b></p> <p><b>Courage:</b> to never give up, maintain hope and advocate for a ‘fair go’</p> <p><b>Integrity:</b> to be true to our word</p> <p><b>Respect:</b> to acknowledge each person’s culture, traditions, identity, rights, needs and aspirations</p> <p><b>Accountability:</b> to constantly look at how we can improve, using knowledge and experience of what works, and ensure that all our resources and assets are used in the best possible way</p> <p><b>Working Together:</b> to work with our clients, each other and our colleagues to share knowledge, ideas, resources and skills</p>	<p><b>PRIMARY OBJECTIVES OF THE ROLE</b></p> <p>The Advanced Family Violence Practice Leader is a clinical leadership position. The primary focus will be to provide specialist family violence expertise that drives an integrated response by supporting</p>

practitioners working with victim survivors of family violence and implementing perpetrator interventions.

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 will be 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.

#### **REPORTING RELATIONSHIPS**

This role is based at The Orange Door in Central Highlands Area, with the primary premises located in Ballarat.

This role reports to the Program Manager - Intake and Response who will provide supervision and review.

## EXPECTATIONS

- Conduct oneself in accordance with the Berry Street Code of Conduct which is underpinned by the values of accountability, courage, integrity, respect and working together within the principles of continuous improvement and occupational health and safety.
- Berry Street is committed to diversity and inclusion. We aim to ensure every individual is treated with dignity and respect regardless of their cultural background, ability, ethnicity, gender identity, sexual orientation, spirituality or religion.
- Berry Street supports White Ribbon, Australia's campaign to stop violence against women. There is an expectation that staff never commit, excuse or remain silent about violence against women.
- Berry Street is committed to being a child safe, child friendly and child empowering organisation. In everything we do we seek to protect children. We are committed to the cultural safety of Aboriginal and Torres Strait Islander children; children from culturally and/or linguistically diverse backgrounds; children with a disability; children who identify with a sexual and or gender minority identity.

## KEY SELECTION CRITERIA: KNOWLEDGE, SKILLS AND ABILITIES REQUIRED TO FULFIL THE ROLE

- Demonstrated experience working collaboratively to implement and drive cultural change.
- Expert knowledge and experience working in specialist family violence/social services leadership roles.
- Experience in stakeholder partnership creation and use this to build mutually beneficial partnerships including identifying and responding to stakeholder's underlying needs; using an understanding of the stakeholder's organisational context to ensure outcomes are achieved; find innovative solutions to resolve stakeholder issues.
- Systems thinking and understanding the linkages between natural systems and communities to inform policy.
- Well-developed self-management skills, including the demonstrated ability to flexibly manage competing priorities and stressful situations, monitoring own stress levels and practising and promoting self-care strategies.
- Relationship building skills including diplomatic handling of disagreements; forging useful partnerships with people across business areas, functions and organisations; building trust through consistent actions, values and communication and minimising surprises.
- Well-developed teamwork skills to cooperate and work well with others in pursuit of team goals.

## QUALIFICATIONS AND OTHER REQUIREMENTS

- A tertiary qualification in Social Work, Psychology, welfare or a related discipline.
- Staff must hold a valid WWCC, current drivers licence at all times and undergo a Criminal Records Check prior to employment. Subsequently, staff must report any criminal charges or court appearances.

## DESIRABLE

- Professional registration and clinical experience.
- A strong knowledge and understanding of the drivers/causes 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.

## KEY ACCOUNTABILITIES AND RESPONSIBILITIES

ACCOUNTABILITY	SPECIFIC RESPONSIBILITIES
<p><b>Direct Service Delivery</b></p>	<ol style="list-style-type: none"> <li>1. Leading and supporting family violence practice by:               <ol style="list-style-type: none"> <li>(a) Providing specialist secondary case consultation and technical input on complex family violence cases and perpetrator interventions</li> <li>(b) Providing specialist family violence expertise to the process of intake and assessment of responses to children’s safety and wellbeing</li> <li>(c) Co-working and providing daily specialist family violence support (as requested and required) for Team Leaders</li> <li>(d) Where appropriate, jointly managing a small caseload of complex and/or sensitive family violence cases</li> <li>(e) Working with practice leaders, The Orange Door 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</li> <li>(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</li> <li>(g) Operating with autonomy and accountability in supporting specialist family violence practice.</li> </ol> </li> <li>2. Prioritising and approving Central Information Point (CIP) requests.</li> <li>3. Prioritising and approving referrals to the Risk Assessment and Management Panel (RAMPs).</li> <li>4. Leading, mentoring and developing Hub Practitioners and Team Leaders in family violence practice by:               <ol style="list-style-type: none"> <li>(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)</li> <li>(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</li> <li>(c) Ensuring The 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</li> <li>(d) Providing practitioners with relevant information, resources and tools, to support safe and effective family violence responses as part of an integrated practice approach</li> <li>(e) Modelling and supporting culturally safe, inclusive and responsive family violence practice</li> <li>(f) Modelling integrated practice approaches and behaviours integral to ethical clinical practice, including accountability and responsibility for decision making</li> <li>(g) Supporting professional development of practitioners in partnership with other Practice Leaders, Family Safety Victoria, CSOs, DHHS, Aboriginal organisations and other local workforce and training planning initiatives</li> <li>(h) Contributing to reflective practice for The Orange Door team in particular in relation to family violence knowledge and expertise.</li> </ol> </li> </ol>

	<ol style="list-style-type: none"> <li>5. Liaising with and providing specialist or secondary consultation to organisations and services within The Orange Door network in order to discuss direct service issues and ensure ongoing safety of victim survivors.</li> <li>6. Working collaboratively with the RAMP coordinators to support multi-agency responses to people referred for RAMP in The Orange Door network.</li> <li>7. Supporting system and service improvement by: <ol style="list-style-type: none"> <li>a) Implementing systems and procedures to guide and improve specialist family violence practice, including risk assessment, risk management and planning</li> <li>b) Working in partnership with the Centre Manager, Team Leaders, and other CSO Managers where appropriate, to foster high quality service</li> <li>c) Fostering and facilitating family violence practice innovation</li> <li>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 The Orange Door governance groups</li> <li>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.</li> </ol> </li> <li>8. Building and maintaining positive relationships with key internal and external stakeholders to facilitate a partnership and integrated practice approach.</li> <li>9. Managing stakeholders through effective negotiation and influence and harnessing this network to support clients and ensure effective The Orange Door operations.</li> </ol>
<b>Administration</b>	<ul style="list-style-type: none"> <li>• Maintain concise, accurate and legible records, including case notes, completed forms and reports as required according to program guidelines.</li> <li>• Maintain client files in a safe, secure place as per confidentiality policy.</li> <li>• Maintain accurate statistical data as required by Berry Street and DHHS.</li> </ul>
<b>Program Development</b>	<ul style="list-style-type: none"> <li>• Demonstrated ability to work effectively under supervision and within collaborative teams to meet accountability requirements.</li> <li>• Establish effective working relationships with partner agencies providing services and support to women and children who have experienced family violence.</li> </ul>
<b>Other</b>	<ul style="list-style-type: none"> <li>• Other duties as required.</li> </ul>

## INHERENT REQUIREMENTS OF WORK ACTIVITIES / ENVIRONMENT

Following is a table that outlines the main physical and psychological requirements of the position.

Element	Key Activity	Frequency
<b>Work Environment</b>	Manage demanding and changing workloads and competing priorities.	Daily
	Work in a team environment.	Daily
	Work in different geographic locations.	Regular
	Be exposed to all outdoor weather conditions.	Regular
	Work in unstructured environments (e.g. outreach).	Regular
	Work office hours with the possibility of extended hours.	Regular
	Work on-call after hours.	Regular
	Work in an open plan office.	Daily
	Work in buildings which may be two-storey.	Regular
	Sit at a computer or in meetings for extended periods.	Daily
	Work in an environment with competing demands.	Daily
	Present at court and other jurisdictions.	Occasional
<b>People Contact</b>	Liaise with government, non-government and community organisations.	Daily
	Work with clients who may have a physical or sensory disability.	Regular
	Interact with members of the public who may display the full range of emotional expressions, including parents, partners, significant others, family members, advocates, doctors, police.	Regular
	Interact with clients and members of the public who could display verbal or physically challenging behaviour.	Regular
	Facilitate access to specialist, generic and community services.	Daily
	Undertake training and professional development activities.	Regular
<b>Administrative Tasks</b>	Undertake administrative tasks which may include the following: computer work, filing, writing reports, case notes/plans and client records, participating in meetings, concentrating for long periods of time, managing resources and budget and researching and analysing information and data.	Daily
	Use technology including photocopier, telephones including mobiles, fax, overhead projectors, televisions, videos, and electronic whiteboards.	Daily
<b>Transport</b>	Drive vehicles possibly over long distances and in all traffic and weather conditions.	Regular
	Drive vehicles with possible distractions from client behaviour, verbal or physical.	Occasional