

	Position Title: Specialist Family Violence Senior Supervisory Worker - Child Protection/Family Violence Partnership	Team: Northern Family and Domestic Violence Service (NFDVS)	Region: Northern Office: Eaglemont/Preston
	Supervisor: Team Leader, Partnerships and Projects	Delegations and Authorities: In Line with Delegations Policy	Band: B Rem: SCHCADS Lv 6.3

OUR VISION AND PURPOSE	ROLE CONTEXT
<p>We believe children, young people and families should be safe, thriving and hopeful.</p> <p>Our Vision for 2022: Together we will courageously change lives and reimagine service systems.</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>We look forward to working with children, young people, families, carers, staff and partners to achieve this vision. Together.</p>	<p>The Northern Family & Domestic Violence Service (NFDVS) is the lead provider and access point for the integrated family violence service system in the Northern Metropolitan sub-region, providing a range of support services to women and their children who have experienced family violence.</p> <p>Underpinning the service is a commitment to work within a feminist framework that acknowledges the gendered nature of violence against women and the social pattern of inequality in which violence and abuse is perpetrated.</p> <p>In this partnership with Child Protection, the Specialist Family Violence Senior Supervisory Worker - Child Protection/Family Violence Partnership position will be a senior practitioner with extensive knowledge of family violence. This role will be responsible for providing operational and strategic advice to Child Protection practitioners and their managers who undertake investigations of families where a child is or may be in need of protection due to family violence.</p> <p>The role will assist Child Protection in the planning and conduct of investigations and support the development of plans that aim to ensure the safety and wellbeing of children and young people.</p> <p>The role works collaboratively with the Child Protection senior managers and practitioners to provide effective service delivery and support.</p>
OUR VALUES	PRIMARY OBJECTIVES OF THE ROLE
<p>We expect all staff to apply these Values in all aspects of their work.</p> <p>Courage: to never give up, maintain hope and advocate for a 'fair go'</p> <p>Integrity: to be true to our word</p> <p>Respect: to acknowledge each person's culture, traditions, identity, rights, needs and aspirations</p> <p>Accountability: 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>Working Together: to work with our clients, each other and our colleagues to share knowledge, ideas, resources and skills</p>	<p>Through co-location at a Child Protection office, the position aims to strengthen and improve responses to families subject to a Child Protection investigation by promoting and implementing a family violence lens to Child Protection cases. The position will supervise NFDVS staff in the partnership to support consistent practice that is in line with NFDVS practice guidelines and framework.</p> <p>The aim of the Family Violence/Child Protection Partnership is to:</p> <ul style="list-style-type: none"> • Support and promote improved understanding of the perpetrator's pattern of coercive control and its impact on children and the ability of the protective parent to safely parent; • Restore and enhance safe, child-centred parenting; and, • Use this knowledge to assist Child Protection to achieve improved outcomes for the service system and for the families reported to Child Protection.
	REPORTING RELATIONSHIPS
	<p>This role is based between the Department of Health and Human Services office in Preston and the Berry Street Northern Region office in Eaglemont.</p> <p>This role reports to the Team Leader, Partnerships and Projects who will provide supervision and review.</p>

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

- A significant understanding of the gendered nature of family violence and the ability to articulate and apply a practice framework including engagement and assessment. This includes a demonstrated knowledge and high level understanding of the perpetrator's pattern of coercive control and its impact on children and the ability of the protective parent to safely parent.
- Demonstrated knowledge and high level understanding of the mechanisms to restore and enhance safe, child-centred parenting; and the capacity to use this knowledge to assist Child Protection achieve improved client and system outcomes.
- Demonstrate a sound understanding of historical and contemporary issues that affect Aboriginal and Torres Strait Islander people in Australian society, as well as values and protocols, and demonstrated capacity to work in culturally informed and respectful manner.
- Capacity and desire to support improved engagement by Child Protection with both victims and perpetrators.
- Demonstrated experience in developing and maintaining relationships with other stakeholders in a multi-disciplinary environment including capacity to problem solve and negotiate with other professionals.
- Demonstrated ability to flexibly manage competing priorities and stressful situations, monitoring own stress levels and practising and promoting self-care strategies.

QUALIFICATIONS AND OTHER REQUIREMENTS

- A tertiary qualification in Social Work, Psychology, Welfare or related.
- A minimum of three years' experience working in the family violence service system, preferably with supervisory experience.
- 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

- An established strong working relationship with Child Protection is desirable.
- A comprehensive understanding of the Integrated Family Violence Service System.
- Knowledge of the Family Violence Protection Act 2008, the Children Youth and Families Act 2007 and the Privacy Act Victoria 2014.
- Ability to speak a relevant community language.
- Prior experience in delivering workshops and training.

KEY ACCOUNTABILITIES AND RESPONSIBILITIES

ACCOUNTABILITY	SPECIFIC RESPONSIBILITIES
<p>Direct Service Delivery</p>	<p>The Specialist Family Violence Senior Supervisory Worker - Child Protection/Family Violence Partnership client is Child Protection. This reflects the intention of the Partnership to promote Child Protection’s improved understanding of the dynamics of family violence, including perpetrator’s pattern of coercive control and behaviours.</p> <p>To achieve this outcome the role will provide secondary consultation to Child Protection staff based at DHHS Preston. The aim of consultation is to improve the capacity, confidence and understanding of Child Protection regarding family violence responses and the service system. This includes supporting Child Protection to understand the dynamics of perpetrator behaviour. In line with the partnerships long term planning to build the capacity of the Child Protection workforce the role will develop capacity building content to be delivered at workshops, training and masterclasses. The role will manage confidential information, keep accurate and complete records of their work activities in accordance with organisational requirements, information security and privacy policies and requirements.</p> <p>Other direct service delivery includes:</p> <ul style="list-style-type: none"> • Direct engagement with activities and tasks associated with Child Protection investigations: <ul style="list-style-type: none"> • To jointly identify and document, with Child Protection, issues in responses to family violence and develop solutions to system gaps and practice issues. • Provide specialist advice to Child Protection practitioners undertaking investigations where family violence is present. • Facilitate client information sharing, where appropriate and support joint work between Child Protection and family violence services to achieve better engagement with services for victims and perpetrators of family violence. • Provide information, where appropriate, about the client’s history from the Specialist Family Violence Agency and other family violence men’s and women’s services operating in the local area. • Support Child Protection to understand the dynamics of perpetrator behaviour and use this information to: <ul style="list-style-type: none"> • Improve engagement with perpetrators and to create stronger feedback loops between men’s services and Child Protection; and • Enhance understanding and work with the non-offending parent. • Contribute to the rationale for substantiation and participate in secondary consultation with Child Protection to enable more informed assessments of safety and risk to victims and perpetrator behaviour. • Assisting Child Protection practitioners to understand and navigate the family violence system; <ul style="list-style-type: none"> • Making outward referrals (where possible warm referrals) in collaboration with Child Protection to specialist family violence services • Maintain an in-depth knowledge of the family violence support services in the area and the eligibility requirements for such services. • Keeping up to date information on waitlists and alternatives for family violence support services in the area.
<p>Administration</p>	<ul style="list-style-type: none"> • Complete and maintain state-wide data spreadsheet with monthly reporting requirements of Family Safety Victoria. • Participate in local and state level working groups and committees as needed.

	<ul style="list-style-type: none"> Utilise highly developed written and oral communication skills including; accurately recording data, correspondence, reporting and providing written and oral evidence to the Children’s Court of Victoria, the Magistrates’ Court of Victoria and other relevant courts and tribunals.
Program Development	<p>The strategic focus involves supporting the development of more integrated service response by Child Protection and family violence services through:</p> <ul style="list-style-type: none"> Identifying emerging trends, needs and gaps in service delivery and practice issues, particularly in the investigation phase, and to use this knowledge to generate changes in systems and approaches. Facilitating engagement between and promoting joint work by Child Protection and family violence services in the local area. Improving the quality and consistency of family violence related information, assessment and interventions in case notes. Identifying the need for, participate in, and/or deliver Child Protection training and professional development activities. At the local level, supporting the implementation of the government’s responses to recommendations from the Royal Commission into Family Violence.
Other	<ul style="list-style-type: none"> Other duties as required. Excellent written and oral communication skills (including public speaking, presentations and facilitation skills).

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
Work Environment	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).	Occasional
	Work office hours with the possibility of extended hours.	Regular
	Work on-call after hours.	Occasional
	Work in an open plan office.	Daily
	Work in buildings which may be two-storey.	Daily
	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
People Contact	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
Administrative Tasks	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
Transport	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