

	<b>Position Title:</b> Specialist Family Violence Worker – Women’s Counsellor	<b>Team:</b> Northern Family & Domestic Violence Service		<b>Region:</b> Northern <b>Office:</b> Eaglemont
	<b>Supervisor:</b> Team Leader Women’s Counselling	<b>Delegations and Authorities:</b> In Line with Delegations Policy	<b>Band:</b> A <b>Rem:</b> SCHCADS Lv 6	<b>Date Completed:</b> September 2019

OUR VISION AND PURPOSE	ROLE 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 Northern Family &amp; Domestic Violence Service (NFDVS) is the lead provider and access point for the integrated family violence service system in the Northern Metropolitan sub-region. NFDVS provides a range of support services to women and their children who have experienced family violence. The service aims to assist women and their children to remain safely within their community and maintain a life free of violence while also addressing the emotional and practical needs and issues arising from the 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. In our work with Aboriginal women we understand that colonisation and the resulting destruction of kinship networks has led to significant transgenerational trauma that continues to impact on the Aboriginal community and influences the perception of the community towards services such as Berry Street. The service also acknowledges that women from culturally and linguistically diverse groups other than the dominant one sometimes bring experiences from countries of origin and cultures that require recognition.</p> <p>The service operates within a collaborative and supportive team environment with a strong focus on partnerships with relevant external organisations.</p>
OUR VALUES	PRIMARY OBJECTIVES OF THE ROLE
<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>The primary objectives of the Specialist Family Violence Worker – Women’s Counsellor role are to:</p> <ul style="list-style-type: none"> <li>• Work from a framework that promotes a woman’s sense of self and encourage her own empowerment.</li> <li>• An understanding of the multi factorial contributors to the experience of Family Violence by an individual woman.</li> <li>• Operate within a collaborative and supportive team environment with a strong focus on partnerships with relevant external organisations.</li> <li>• Provide counselling to women who have experienced family violence.</li> </ul>
	REPORTING RELATIONSHIPS
	<p>This role is based at our Eaglemont Office.</p> <p>This role reports to the Team Leader Women’s Counselling 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 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

- Excellent written and oral communication skills (including public speaking, presentations and facilitation skills).
- Demonstrated ability to flexibly manage competing priorities and stressful situations, monitoring own stress levels and practising and promoting self-care strategies.
- Demonstrated knowledge and understanding of the gendered nature of family violence and the ability to articulate a feminist practice framework, including the impact on women and children.
- Experience providing counselling to women who have experienced family violence.
- A demonstrated understanding of the effects of violence and adversity on women and their infant/children/adolescents and an understanding of contemporary responses to these issues.
- A good understanding of the effects of violence on families and a sound understanding of trauma theories and interventions in response to this issue.
- Demonstrated commitment to working collaboratively and the capacity to negotiate and liaise with DHHS, other agencies and the community.
- Knowledge of the Family Violence Protection Act 2008, Child Youth and Families Act and the Multi Agency Risk Assessment and Management Framework (MARAM).

## QUALIFICATIONS AND OTHER REQUIREMENTS

- A tertiary qualification (minimum Bachelor level) in Social Work, Psychology, Welfare or related discipline.
- An understanding of the Family Violence Information Sharing Scheme (FVISS) Part 5A of the Family Violence Protection Act 2008 and the Children's Information Sharing Scheme (CISS) Part 6A of the Child Wellbeing and Safety Act 2005.
- 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

- Ability to speak another language.
- An understanding of the issues involved in working with families with diverse needs - i.e. CALD or disability (physical, sensory, intellectual or psychiatric).
- An understanding of the issues involved in working with families who identify as Aboriginal or Torres Strait Islander.

## KEY ACCOUNTABILITIES AND RESPONSIBILITIES

ACCOUNTABILITY	SPECIFIC RESPONSIBILITIES
<b>Direct Service Delivery</b>	<ul style="list-style-type: none"> <li>• Undertaking of comprehensive assessments of the needs of women who are referred to the family violence service counselling has been identified need.</li> <li>• Provision of single-session, short-term and medium-term counselling to women who have experienced family violence.</li> <li>• Provision of group work as required that supports the recovery of impacts of family violence.</li> <li>• To promote the understanding of parenting issues arising through exposure to family violence, within Berry Street and throughout services within the Northern Sub-Region, through community education and training as required.</li> <li>• Offer consultation across the family violence program areas to staff working with women who have been impacted by family violence as required.</li> </ul>
<b>Administration</b>	<ul style="list-style-type: none"> <li>• Maintain concise, accurate 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, DHHS (IRIS) and SAAP (SHIP).</li> <li>• Ensure that data reports are forwarded to the Team Leader or Program Manager in accordance with timelines.</li> <li>• Provide monthly narrative reports to the Team Leader or Program Manager.</li> <li>• Attend regular team meetings and other forums as required.</li> </ul>
<b>Program Development</b>	<ul style="list-style-type: none"> <li>• Establish effective working relationship with partner agencies providing counselling and support to children and women who have experienced family violence in consultation with the Team Leader or Program Manager.</li> <li>• Participate in regional and state-wide meetings or networks specific to issues relating to family violence in consultation with the Team Leader or Program Manager.</li> <li>• Represent the program on relevant committees, groups and networks in consultation with the Team Leader or Program Manager.</li> <li>• In conjunction with other team members undertake program promotion, presentations and other community education and training activities to other relevant groups and organisations.</li> <li>• Help build and maintain effective working relationships with partners, main referral bodies and key stakeholders.</li> <li>• Develop and maintain knowledge of the program philosophy and policies and the content of the Program Guidelines.</li> <li>• Assist in the development and implementation of new projects or initiatives relevant to supporting 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.	Daily
	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.	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
<b>People Contact</b>	Liaise with government, non-government and community organisations.	Regular
	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.	Regular
	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