

Position description

Title	Specialist Family Violence Practitioner – Family Services
Reports to	Team Leader
Classification & Salary	SCHCADS Level 6 (plus super and salary packaging)
Employment Status	Part-Time (0.8 FTE) Fixed Term Contract
Primary Location	Hastings
Date	October 2021

Good Shepherd Australia New Zealand (GSANZ)

Our strategy outlines the world we want to see and our role advancing in it. It also speaks to the positive impact we will deliver to support women, girls and families to be safe, secure, strong and connected. We are committed to tackling the issues of our time which adversely affect them. We work to advance equity and social justice and support our communities to thrive.

We seek to increase economic participation and wellbeing, to build resilience, improve safety and bring about system change. We offer microfinance programs and products, financial counselling and coaching, family violence support, family and youth programs, playgroups, education programs and community houses. These services are complemented by research and advocacy to address the underlying structural causes of injustice, exclusion, and inequality.

Role Purpose

The Specialist Family Violence Practitioner will work within the Bayside Peninsula Integrated Family Services (IFS) team to support mentor and ensure services are well coordinated, and Family Services caseworkers have the skills needed for high quality support to families who experience, at risk of or have experienced family violence.

The role will support families where there have been incidents of family violence to make appropriate plans around safety and develop parents' capacity to meet their children's needs in line with the Children Young Families Act 2005. The role will require engagement with all family members and assessment to take place under MARAM comprehensive assessments, and work alongside the families to guide and support with a family centered approach.

Key Responsibilities

- To provide consultations and guidance to experienced case managers around MARAM assessment and planning safety for families where there is family violence risk internally and externally across Bayside Peninsula
- To undertake comprehensive MARAM assessments and share information as required to ensure women and children's safety and planning
- To be involved in Communities of Practice including, Safe and Together community of practice & MARAM community of practice and other relevant liaison and networks
- Attendance at Family Violence & Family Services working group meetings
- To provide group work support and facilitation as required
- Knowledge of Safety Planning and the needs of families to access FSP application process
- To carry an appropriate case load of families who need supports and planning

Responsibilities of Good Shepherd Employees

Strategy

- Deliver service aligned with team operational plan and Good Shepherd's strategic plan
- Contribute to development of team plan
- Demonstrate understanding of social justice and community capability building concepts

People

- Demonstrate commitment to own learning and development
- Contribute to development of a high-performance team through demonstration of capabilities outlined in Good Shepherd's leadership capability framework
- Participate actively in regular formal supervision
- Share knowledge and practice insights with colleagues
- Take responsibility for own wellbeing

Clients

- Deliver best practice service to clients in line with agreed goals/contribution
- Seek feedback from client/stakeholders/peers in order to reflect and improve on service support for own practice
- Maintain a client-centred approach to service delivery at all times

Service Delivery and Operations

- Deliver all services in line with service standards and program procedures
- Maintain accurate data, information and reporting at all times
- Maintain agreed service level agreements
- Provide timely reporting in line with department requirements
- Other duties as reasonably required

Stakeholders

- Liaise effectively with referral network
- Work collaboratively with other service providers to deliver valued outcomes for clients
- Develop constructive, collaborative relationships with other Good Shepherd team members and departments

Compliance

- Demonstrate behaviour consistent with Good Shepherd mission, values, behaviours and policies at all times
 - Maintain agreed quality standards
 - Maintain OH&S standards at all times
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Qualifications, Experience and Mandatory Requirements

- Appropriate tertiary qualification in Social Work, Psychology, or a related discipline is essential
- Relevant experience in the family violence sector and experience working with families presenting with complex needs and behavior's (e.g. substance abuse, mental health, parenting issues, disability, relationship issues) and/or from CALD or indigenous backgrounds is highly desirable
- MARAM comprehensive training
- Eligible for membership of relevant professional association ie. AASW
- A satisfactory Police Check
- A current Working with Children's Check (WWCC)
- A current Drivers License

Family Violence Minimum Mandatory Qualifications under Recommendation 209

As per the minimum mandatory qualifications requirements via <https://www.vic.gov.au/mandatory-minimum-qualifications-specialist-family-violence-practitioners> :

All candidates wishing to apply for this role must be able to demonstrate that they:

- Are considered EXEMPT under the policy

OR

- Hold a Bachelor of Social Work or other equivalent qualification

OR

- Have minimum 5 years relevant professional experience, OR a related qualification as per the mandatory minimum qualification requirements.

OR

- Hold significant cultural knowledge and experience or lived experience, and have faced barriers to educational pathways

Please note that candidates wishing to enter the specialist family violence workforce via a related qualification or 5 years related professional experience pathway, OR the significant cultural knowledge and experience or lived experience pathways will be required to work towards an equivalent qualification within specified timeframes (as per the mandatory minimum qualifications policy). If you believe these pathways may apply to you and would like more information, please don't hesitate to contact recruitment@goodshep.org.au to discuss this further.

Key Selection Criteria

1. Demonstrated commitment to social justice and social inclusion principles.
 2. A relevant tertiary qualification in social work, psychology, welfare studies or early childhood at a degree level; or diploma level with a minimum of five years' experience.
 3. Demonstrated case management and case work experience, and relevant training, in working with families who have experienced family violence.
 4. Demonstrated experience working from a competency/strengths-based solution focused framework with families and individuals presenting with complex needs and behaviours (e.g. substance abuse, mental health, parenting issues, disability, relationship issues) and/or from CALD or indigenous backgrounds.
 5. Demonstrated experience in facilitating parenting programs and/or group work with children, young people and families.
 6. Demonstrated knowledge and understanding of working within the 'Best Interest Principles.'
 7. Excellent Organisational, interpersonal and communication skills, including:
 - Interviewing and counselling skills
 - Writing skills – reports, correspondence, case notes, records/data entry
 - Oral skills – liaison, consultation, negotiation, telephone
 - Advocacy skills
 - Networking skills.
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Values & Behaviours

We are all co-responsible for the delivery of the Good Shepherd Mission and living our values by modelling these behaviours in all that we do.

Value of each person | Reconciliation | Justice | Zeal | Audacity

Additional information

Employment is subject to:

- Relevant Qualifications/Registration Name
- A current national Police Record Check
- A current Employee Working with Children Check (WWCC) or state equivalent
- Proof of the right to work in Australia

The above requirements will need to be supplied and verified prior to commencement

Work Health and Safety (WH&S): All team members are required to carry out their duties in a manner that does not adversely affect their own health and safety and that of others by reporting all incidents and injuries as well as cooperating with any measures introduced in the workplace to improve WH&S.

Pre-existing injury: The person appointed to this position will be required to disclose any pre-existing injuries or disease that might be affected by employment in this position. This will assist the organisation in providing a safe work environment.

Equal opportunity: Good Shepherd is an equal opportunity employer. We recognise the rich diversity of people across Australia. We are committed to ensuring that our team is reflective of the diverse community we serve and to supporting a culture of equity, inclusion and diversity. All team members have a responsibility to be familiar with and adhere to the organisation's policies and procedures.

Child Safe Employer: Good Shepherd Australia New Zealand is a Child Safe employer. Employment is subject to satisfactory referee checks, a current employment working with Children Check, National Criminal History check and proof of the right to work in Australia.

Cultural competency: Good Shepherd strives to maintain a culturally competent and inclusive workplace. All team members are expected to undergo cultural competence training as part of their professional development plans.

Salary packaging is available to all employees.