

Position description

Title	Senior Specialist Family Violence Practitioner
Reports to	Team Leader
Classification & Salary	SCHCADS Level 6.1 (plus super and salary packaging)
Employment Status	Part time 0.5FTE Fixed Term until June 30 2023
Primary Location	Sunshine (including working offsite at Dame Phyllis Frost Centre and Tarrengower Prison)
Date	January 2023

Good Shepherd Australia New Zealand (GSANZ)

Our three-year 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 provides outreach to women incarcerated – who have experienced or are experiencing family violence – across both Dame Phyllis Frost Centre and Tarrengower Prison.

The position provides women with multiple and complex needs, client-centred, short intervention, individual sessions to complete risk assessments and safety planning utilising the Multi-Agency Risk Assessment and Management Framework (MARAM).

The role also facilitates, for women incarcerated, family violence group information and psychoeducation sessions underpinned by trauma informed, systems and developmental frameworks. This position aims to promote safety, stability and recovery for women and their children post release.

This role delivers professional development sessions to employees at both Dame Phyllis Frost Centre and Tarrengower Prison to enhance the understanding of family violence through a trauma lens and providing a trauma-informed response to disclosure.

This position works closely with the staff on site at both Tarrengower prison and Dame Phyllis Frost Centre and requires compliance with all elements of working within a correctional facility.

Key Responsibilities

Duties Include but are not limited to:

- Provide trauma-informed family violence outreach to Dame Phyllis Frost Centre and Tarrengower Prison for individual sessions, group information sessions and staff training as required
- Provide a specialist family violence response to women who have experienced or are experiencing family violence in a custodial setting
- Undertake risk assessments and safety planning in individual sessions with women at the Dame Phyllis Frost and Tarrengower prisons
- Provide group information and education sessions to women and staff at Tarrengower and Dame Phyllis Frost prisons
- Coordinate referrals for support and liaise with services as required both pre and post release.
- Work within the MARAM framework and the FVISS/CISS information sharing scheme
- Understand the impact of family violence on women in a custodial setting and provide a trauma-informed response
- Work in partnership with and maintain relationships with external services and other stakeholders within the prisons
- Work autonomously within a prison setting
- Review and update presentation tools for information and education sessions with women and staff using evidence-based materials
- Review and update information packs provided to women and staff using evidence-based materials
- Gather feedback from women and staff following group sessions
- Participate in meetings as required including internal and external meetings
- Maintain accurate data and information for reporting purposes
- Compliance with correctional facility rules and requirements of entry
- Perform other duties as required for the program

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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Key Selection Criteria

1. Experience working in the family violence sector is required
 2. Role is based at Sunshine office with outreach to both Dame Phyllis Frost Centre (Deer Park) and Tarrengower Prison (Nuggety). Capacity to go across both prisons is essential to this role.
 3. Demonstrated capacity to provide brief to comprehensive risk assessments and safety planning utilising the Multi Agency Risk Assessment and Management Framework (MARAM) under a brief intervention model
 4. Demonstrated ability in facilitating presentations/training to a group
 5. Experience in working autonomously
 6. Demonstrated knowledge of the impacts of family violence for women, young people and families and
 7. the capacity to apply appropriate theoretical frameworks to practice
 8. Knowledge or willingness to develop knowledge on how family violence and criminality intersect for victim survivors
 9. Demonstrated understanding of intersectionality and experience working with women presenting with complex and diverse needs
 10. Demonstrated commitment to professional development including knowledge of the Royal Commission into Family Violence Recommendations and the broader impact of the current reforms on the family violence sector
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Qualifications, Experience and Mandatory Requirements

- Appropriate tertiary qualification in Social Work, Psychology, or a related tertiary discipline is essential
- Demonstrated capacity to provide group sessions and upskilling on technical skills, including how technology is used in family violence
- Experience working in the family violence sector as per the minimum qualifications to work in the family violence sector as from the 1st of July 2021.
- Experience working with or within Corrections is highly desirable
- Demonstrated experience working with women presenting with complex needs and behaviours (e.g. trauma, substance abuse, mental health, parenting issues, disability) and/or from Culturally and Linguistically Diverse (CALD) or indigenous backgrounds
- Demonstrated knowledge of the impacts of family violence and the capacity to apply appropriate theoretical frameworks to practice
- Demonstrated success in maintaining external networks and collaborative relationships with professionals both internal and external
- Demonstrated experience in preparing written reports, maintaining records, including case notes and data base reporting
- Demonstrated success working as part of an effective and productive team, along with the ability to be self-directed
- Knowledge of strength-based, positive parenting strategies in the context of parenting after family violence
- Demonstrated commitment to personal professional development including knowledge of the Royal Commission into Family Violence Recommendations and the broader impact of the current reforms on the family violence sector
- A current Full Australian Driver's License
- A satisfactory Police Check
- A current Working with Children's Check (WWCC) or state equivalent
- Proof of the right to work in Australia
- Evidence of Covid-19 vaccination, or medical exemption
- You may be required to obtain particular vaccines or immunisations in order to perform the Inherit requirements of this position. This Includes but Is not limited to the COVID-19 vaccine/Immunisation

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:

1. are considered EXEMPT under the policy
OR
2. hold a Bachelor of Social Work or other equivalent qualification
OR
3. have minimum 5 years relevant professional experience, OR a related qualification as per the mandatory minimum qualification requirements.
OR
4. 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.

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 Police Record Check
- A current Working with Children Check (WWCC) or state equivalent
- Proof of the right to work in Australia
- Evidence of Covid-19 vaccination, or medical exemption

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.