

Position Description

Position	Team Leader - Specialist Men's Family Violence Intake – Barwon Support and Safety Hub
Program	Family Violence Services
Location	Geelong CBD
Date	March 2019

About Bethany

Bethany Community Support Inc. is a vibrant community service organisation based in Victoria that provides a broad range of prevention, intervention, support and educational services to children, young people, families and individuals.

Our Purpose

Working together to meet the changing needs and aspirations of people in their communities.

Our Values

- **Courage** We take action and stand up for what we believe
- **Respect** We value people and build on their strengths
- **Integrity** We are open, fair and just in everything we do
- **Innovation** We develop new ways of working to make a difference
- **Collaboration** We work together to improve outcomes

Bethany's Diversity Statement

At Bethany we celebrate diversity and innovation. We embrace creating a connected organisation which enables all service users, employees, students, contractors, and volunteers to feel safe from discrimination. We support an inclusive environment where people of all genders and ages, people living with a disability. First Nations people and people from LGBTI and CALD communities feel empowered to contribute their experiences and ideas; knowing that these will be valued.

Bethany's statement of commitment to child safety

Bethany Community Support is committed to providing a child safe environment. We have zero tolerance of any abuse or maltreatment of children. We are committed to ensuring children and young people are able to actively participate in decisions that affect their lives.

We understand our legal and moral obligations to treat any child safety concerns seriously. We report any allegations and wellbeing concerns to authorities. We are committed to the cultural safety of all children including Aboriginal children, children from culturally and/or linguistically diverse backgrounds, and to providing a safe environment for children with a disability.

Policy Context

The Royal Commission into Family Violence (RCFV) highlighted the need for increased visibility and accountability of perpetrators of family violence, no matter which point of the

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service system they chose to enter. A central recommendation of the RCFV included the establishment of Support and Safety Hubs (Hubs) across Victoria. Hubs will be central to Victoria's approach to addressing both family violence and child vulnerability (which may or may not be related to family violence) and will form a critical part of the broader service system network. Family Safety Victoria will oversee the establishment of the Hub network and provide local leadership, facilitation, oversight and infrastructure management in collaboration with community service organisations and statutory services.

A fundamental vision for the establishment of the Hubs is for a simpler, more integrated service system that will be more responsive and better coordinated interventions for women, individuals and families experiencing family violence, perpetrators of family violence and families who require support for their children's care, wellbeing and development.

This government reform will bring together practitioners from specialist family violence services for women and children, perpetrator services and Child FIRST, to form a new Hub workforce in which to provide an integrated and coordinated intake and assessment response.

Current responses include:

Intake Screening, Triage and Assessment of all male family violence perpetrators who are referred to the Barwon Family Violence Support and Safety Hub. This is a key component of the statewide integrated family violence reforms and has been designed to ensure that men who choose to use violence have timely access to a full range of services through earlier intake and assessment. All perpetrator assessments will consider suitability for entry to Men's Behaviour Change; Case Management; Fathering Programs; Cross Sector Coordination and/or their appropriateness and readiness for alternative services.

Men's Behaviour Change, primarily a group based intervention that seeks to engage male perpetrators of family violence in processes and practices designed to engender opportunities for the men to take responsibility for their violent behavior. This model is enhanced via the use of **Family Safety Contact Worker** work, which aims to provide education and support to the current or ex-partners (and potentially children) of the men who participate in the Men's Behaviour Change model.

Men's Case Management program provides timely and responsive casework, counselling, case management and accommodation assistance to men that use violence against women and children, specifically targeting men who are removed from the family home following the use of violence.

Cross Sector Coordination, funded under an Innovation Grant by the Department of Justice and Regulation, the proposed model will seek to address the following needs:

- the absence of a suite of services for male perpetrators of family violence that will meet the current and future demand across Geelong and surrounding areas;
- limited practice base/s that understand the causal factors of a man's decision to use family violence and its relationship with re-enforcing factors;
- inadequate research that guides policy and broader practice responses around the relationship between causal and re-enforcing factors;

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- imperfect responses from health and social service sectors in the correct identification and management of male perpetrators of family violence.

Community based Perpetrator Intervention Trial

This program will develop a tailored response to men to address his primary decisions to use violent and controlling behaviors that incorporates a man's cognitive impairment. This is a highly nuanced and as yet, underdeveloped area of practice.

Position Objectives

This position is responsible for leading and providing a practice response for the Specialist Men's Family Violence Intake response at the Barwon Support and Safety Hub and access points across the Barwon area. This role will provide staff management and leadership in accordance with the relevant industrial instruments, regulations and agency policies and procedures ensuring alignment with Bethany's Strategic and Operation plans.

This Team Leader role is located within the Family Violence area, which sits within the Access, Support and Family Safety Division and is responsible for the day to day operation of the Specialist Men's Family Violence Intake response. This role plays an active role in the Barwon area's front entry point for family violence and child and family wellbeing, working closely with other program areas, particularly Child FIRST, specialist women and children's family violence (delivered by Barwon Sexual Assault and Family Violence Centre), Aboriginal family violence response (delivered by Wathaurong) and Community Based Child Protection Service to ensure service continuity and seamless access for families requiring support.

Key Responsibilities

Program management, performance and continuous quality improvement

- Lead the Specialist Men's Family Violence Intake service operation, including individual and team management, program implementation, monitoring and review.
- In conjunction with the Team Leader of the Specialist Men's Services and Manager of Family Violence, coordinate the distribution, prioritisation and allocation of referrals to a specialist men's family violence response or other appropriate service.
- Actively manage and undertake all intake functions for male family violence perpetrators who are referred to the Barwon Support and Safety Hub, including initial screening, triage, assessments, crisis response, service planning, targeted interventions, allocation and coordinated referrals consistent with the Integrated Practice Framework, Operational Guidelines, Service Specifications and relevant risk assessment tools and frameworks.
- Deliver services and support via phone, within the physical hub and outreach to clients home or other sites
- Management of short-term responses and active hold of clients awaiting allocation to a longer term specialist men's family violence response.
- Identify and access (as required) information from the Central Information Point (CIP) to enable a stronger risk assessment of male perpetrators of family violence.

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- Work in partnership with the Team Leader of the Specialist Men's Services and Manager of Family Violence at Bethany to monitor and plan strategies to manage periods of increased referral demand.
- Participate in convened meetings across the Barwon Support and Safety Hub partners and provide contemporary information on waitlists, allocation outcomes and prioritisation of clients.
- Work in close collaboration with the Integrated Practice Leader, Advanced Family Violence Practitioner, Service System Navigator and the Support and Safety Hub Centre Manager to ensure that an integrated and safe response is provided to all clients who access the Barwon Support and Safety Hub.
- Implement and monitor service quality standards for specialist men's family violence intake response that are in line with agency quality assurance processes and No to Violence minimum practice standards.
- Provide management with relevant data to monitor program effectiveness and areas for improvement.
- Participation in budget development within given parameters, including monitoring of budget and client funding packages.

Leadership and people management

- Foster and lead a staff culture consistent with agency values and codes.
- Provide high quality supervision for the Specialist Men's Family Violence Intake staff, including day to day consultation and support, fortnightly scheduled supervision and annual performance reviews.
- Lead and support individual staff development to achieve their potential while maximising their contribution to the organisations' direction.
- Participate in staff recruitment, induction and professional development for the team.
- Actively lead the development and maintenance of a cohesive team, which promotes and facilitates strong connections within the Access, Support and Family Safety division.

Stakeholder engagement

- Participate, develop and build capacity to promote the Barwon Support Safety Hub through community education activities and communication with partner agencies.
- Work closely with the Integrated Practice Leader, Advanced Family Violence Practitioner, Service System Navigator and the Support and Safety Hub Centre Manager to ensure that an integrated and safe response is provided to clients who access the Support and Safety Hub.
- Actively develop strategic relationships and partnerships with internal programs and partner agencies and other community stakeholders.
- Contribute to organisational program planning and develop an annual team plan in partnership with the team and Manager.

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- Actively lead team development and contribute to sector reforms for the Family Violence sectors to ensure that program areas and team members are well positioned to move through program change, growth, and transformation.
- Other duties as required.

Key Selection Criteria

Essential

1. Graduate Certificate of Social Science - Male Family Violence or equivalent qualification from a recognised tertiary institution.
2. Minimum 3 - 5 years' experience in the specialist family violence field, particularly in provision of intake, risk assessment and case planning and in working with male perpetrators of family violence.
3. Comprehensive understanding of the gendered nature of family violence and the impact for women, children and families.
4. Minimum of twelve months' experience in the supervision of staff.
5. Current full Victorian Driver's Licence
6. A satisfactory criminal records check and Working with Children Check
7. Knowledge of relevant legislation and ensures compliance in work practices.
8. Proficient in the use of MS Office, databases and knowledge of a range of IT programs.

Desirable

9. Advanced risk assessment and management skills as they relate to male perpetrators of family violence.
10. Established understanding and practice of men's accountability work.
11. Ability to identify, work against and lead practice as it relates to incidents and patterns of collusion and minimisation utilised by family violence perpetrators.
12. Demonstrated knowledge of No to Violence principles, standards and practice.
13. Commitment to advocating for non-violence and to living non-violently.
14. Proven interpersonal skills and a strong ability to build relationships and partnerships to further agency objectives and improve client outcomes.
15. Experience in the development and implementation of operational work plans with a focus on achieving program objectives, long term goals and ensuring sustainability of service activity.
16. Competent in self-management and solution focused.
17. Contributes to the development of processes and systems to improve quality of service.

Capabilities and Personal Attributes

- Manages and reviews services in relation to changing political, economic, social and technological contexts.

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- Promotes and implements effective change management processes and monitors outcomes.
- Strengthens organisational culture through developing team and individual capacities/capabilities.
- Models and promotes organisational values including self awareness, self management and social awareness in communications, problem solving and conflict resolution and promotes Code of Conduct.
- Manages and develops work practices to comply with relevant legislation and compliance requirements.
- Identifies service gaps, develops and advocates innovative responses to new and emerging opportunities.
- Develops and maintains relationships and partnerships with all stakeholders to maximise organisational and/or client outcomes.
- Effectively manages team dynamics, enabling productive working relationships and work life balance.
- Demonstrates a strong and ethical commitment to gender equality.
- Leads a culture of respectful relationships and behaviour across the organisation.
- Is truthful and ethical and leads and reinforces expected standards of behaviour at all times.

Organisational Relationships

Supervisor	Manager – Family Violence Service
External Liaisons	Barwon Sexual Assault and Family Violence Service, Victoria Police, Corrections Victoria, Wathaurong, Colac Area Health, DHHS Child Protection, Family Safety Victoria and other Community Service Organisations
Stakeholders	All Staff

Conditions and Remuneration

Salary	This position is classified as an award payment on the Social Community Home Care and Disability Services Award 2010, Social and Community Services Employee, Level 7. Salary range is \$93,587.54 to \$97,394.49. In addition, the package also includes salary sacrifice as per government legislation.
Ordinary Hours	Ordinary hours of work will be worked between agency hours of 8am to 7pm. Work outside of ordinary hours and days will be required with the appropriate penalty rates.
Conditions	Other conditions of employment as per the Bethany Enterprise Agreement.

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Travel	Travel will be required to other Bethany offices and across the Barwon South West region and other locations.
Physical Requirements	<ul style="list-style-type: none"> ▪ Sit at a computer or in meetings for extended periods - Daily ▪ Work in an open plan office – Daily ▪ Work on call or after hours -Regular ▪ Driving - Regular ▪ Outreach home visits - Regular
Right to work in Australia	You must either be an Australian citizen; or have permanent residence status; or an appropriate visa issued by the Department of Immigration and Citizenship that entitles the employee to work in Australia.

Employee Declaration

I have read and understood this Position Description and in signing this document agree that I am capable of fulfilling all of the requirements of the position described in this document. Additionally, I agree to notify management immediately of any change in my capacity to meet any of the requirements outlined in this Position Description.

Name:	Signature:	Date: