



- Position Title:** Specialist Family Violence Youth Worker
- Location:** Quantum Support Services Offices Sale & Morwell (1 position each location).
- Hours of Duty:** As per employment agreement.
- Duration:** 12 months fixed term.
- Position Funding:** Position funding is provided through Latrobe Health Services.
- Salary:** Salary & conditions are as per the Quantum Enterprise Agreement 2015 and the Social, Community, Home Care and Disability Services Award (SCHADS). Salary packaging is available.
- Classification:** Level 5.
- Reports to:** Practice Leader Family Violence.

## Our Vision, Core Principles and Goals:

### Our Vision:

Quantum serves to enrich the wellbeing of Gippslanders.

### Core Principles:

- We are inclusive
- We are accountable
- We strive for sustainable outcomes
- We are proactive
- We show care
- We are agile and adaptive

### Our Values:

Quantum recognises that values driven activities and relationships are essential to the successful achievement of our Vision and a vibrant organisation. These values guide our behaviours, planning, service delivery and relationships

Our values define who we are and what we stand for:

<b>Respect:</b>	<b>Integrity:</b>	<b>Empowerment:</b>
<i>Quantum values the worth and contribution of others and embraces treating people fairly and without discrimination</i>	<i>Quantum values being ethical and professional in our conduct</i>	<i>Quantum values sharing our knowledge to promote the choices and decision-making capacity of others</i>

Diversity and inclusivity are important to Quantum and we are committed to ensuring our workplace reflects this. Women, Indigenous Australians, people with a disability, people from culturally and linguistically diverse backgrounds and lesbian, gay, bisexual, transgender diverse and intersex people are encouraged to apply for director's role.

## Primary Position Objectives:

This role is to provide specialist family violence case management support to young people who are using violence in the home. The Specialist FV Youth worker will be required to support young person to develop skills and appropriate

strategies to manage personal relationships and resolve conflict in a positive way through the provision of education strategies and tools to address challenging behaviours and the use of adolescent violence in the home. The Specialist Family Violence Youth worker will be required to support and facilitate opportunities for the young persons to develop positive connections and will be required to make appropriate referrals as identified for further supports. The Specialist FV Youth worker will be required to work within the MARAM framework to inform risk and safety planning, utilise the best interest principles (Children, Youth and Families Act 2005) to ensure the safety and wellbeing of the young person whilst applying a trauma informed lens to their practice. The Specialist FV Youth worker will work collaboratively with the allocated Specialist Family Violence case manager. The Specialist FV Youth worker will provide a key worker advocate and support role to the young person identified as using violence in the home, the role will work with the young person in the context of the whole-of-family model of practice.

## Duties and Responsibilities:

- Understand and apply family violence and trauma models, approaches, theories and practice when dealing with women, men, children and young people
  - Use MARAM risk assessment tools to assess levels of risk, harm and wellbeing, including imminent risk
  - Understand, apply and promote the best interest principles as per the Children, Youth and Families Act 2005
  - Respect client confidentiality and understand how to collect, record and share information in line with the Family Violence Information Sharing Scheme and the Child Information Sharing Scheme
  - Respect diversity and work in a culturally sensitive manner
  - Participate in community education by providing and disseminating information and increasing the awareness of the impact of family violence on our community to other agencies, community groups, with a focus on adolescents who use violence in the home
  - Attend care team meetings
  - Work collaboratively with other service providers such as schools and Child Protection
  - Support the young person to address any criminal matters related to violence in the home
  - Develop and regularly review a case plan involving the young person
  - Have a focus on a young persons strengths, goals, hopes, dreams and aspirations
  - Support the young person's education and/or employment goals
- **Coordination:**
- Identify, assess and prioritise risk and needs of women, children and young people experiencing family violence
  - Recognise and identify interrelated issues and needs and how they impact on the presenting needs
  - Manage time and responsibilities and be able to work autonomously
  - Adjust work priorities to address urgent matters
  - Makes sound timely decisions to enable effective service delivery
  - Be proactive and self- motivated and able to achieve key outcomes to required timeframes
- **Administration:**
- Record client information accurately and objectively within required timeframes
  - Maintains client records/files in line with Agency and legislative requirements
  - Use technology and software applications effectively in accordance with task requirements

### Client Service Delivery:

- Educate and assist clients regarding their rights, responsibilities, including participation and empowerment strategies
- Establish and maintains appropriate boundaries
- Work effectively with clients with complex needs
- Liaise and network effectively with key internal and external stakeholders
- Demonstrate knowledge of exit planning and identifies ongoing supports for clients

### Communication:

- Recognise and respect differences in culture, style and viewpoint
- Reflect and promote expected standards of behaviour and codes of conduct
- Communicate in an empathetic, clear and non-judgemental manner

### Continuous Quality Improvement

- Commit to working in a continuous improvement environment
- Reflect on practice
- Participate in reviews of policies, programs and service delivery
- Identify opportunities for improvement and acts to implement improvements
- Contribute to evidence based practice

### Agency Participation

- Participate in regular supervision, review and individual planning, including the identification of training needs, provided by People, Learning and Culture Manager
- Contribute to a positive organisational culture; resolving conflict in a professional manner in accordance with agency policy and procedures and maintaining regular and professional communication with all relevant colleagues and management
- Participate and operate effectively within a team environment and attends and contributes to team meetings and agency staff meetings
- Support and provide guidance to new employees and student placements

### Health and Safety

- Promote a safe workplace for colleagues and clients in accordance with OH&S legislation and Equal Opportunity Practices in accordance with Quantum policies and procedures.
- Manage and document critical incidents as per Quantum and DHHS CIMS reporting requirements
- Perform all duties in a safe manner and is conscious of the safety of self, other workers and clients in all interactions.
- Give consideration to and recommends reasonable wellbeing initiatives that could benefit Quantum Staff.
- Maintain appropriate levels of self-care

## Key Selection Criteria:

### Required

- Tertiary qualification in Social Work/Social Sciences or other relevant field
- Relevant experience within the family violence and/or child and youth sector
- Understand the complexities associated with young people exposed to family violence, the impact on their relationship attachments and a sense of self within a family relationship context
- Demonstrated understanding of engagement tools and approached for working with vulnerable young people who have experienced the trauma of family violence
- Understand the overall impact of trauma and abuse on women, children and young people.
- Demonstrate knowledge of family violence including context, principles, philosophies, policies and legislation
- Demonstrated ability to engage vulnerable and often complex young people, within a behaviour change capacity/framework
- Ability to identify and assess family violence risk; to complete safety planning and prioritise safety of women and children and young person's using the MARAM framework and the best interest principles of the CYF Act 2005, and to implement case management frameworks
- Demonstrated experience in working in crisis response within the context of case management, including the ability to remain calm, positive and task focused
- An understanding of the feminist philosophy
- An understanding of the social and political issues impacting women, children experiencing family violence and young people using violence in the home
- An understanding of the key legislative, policy, practice and theoretical frameworks
- Demonstrated skills and experience in engaging young people who have been impacted by family violence and are using violence
- Demonstrated understanding of and experiencing in using relevant software and devices.
- Strong written and verbal communication skills

### Desired

- Experience working in the family violence sector/experience working children and youth.
- Understanding of local service system and referral pathways

## Conditions of Employment:

### Required

- Current Working with Children Check (full not voluntary)
- Current Victorian Police Check (with no findings)
- Current Victorian Driver's Licence
- Compliance with Quantum's Child Safe Standards
- Accountability: Practice Leader Family Violence

## Accountability:

Accountable to the Practice Leader and Stream Manager Family Violence.

## Revision History:

Position Created 16th November 2020

## Acknowledgement:

Please sign and date to acknowledge you have read and understood this position description.

Employee:

Manager

Name: \_\_\_\_\_

Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_/\_\_\_\_/\_\_\_\_

Date: \_\_\_\_/\_\_\_\_/\_\_\_\_

[Click here to acknowledge that you have read and understand this document](#)

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