

	Position Title: Advanced Family Violence Practice Leader	Team: Northern Specialist Family Violence Service	
	Band: C	Salary: Stream 1, Level 8	Date: April 2021

OUR VISION AND PURPOSE	ROLE CONTEXT
<p>We believe children, young people and families should be safe, thriving and hopeful.</p> <p>Our Vision for 2022: Together we will courageously change lives and reimagine service systems.</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>We look forward to working with children, young people, families, carers, staff and partners to achieve this vision. Together.</p>	<p>The Northern Specialist Family Violence Service (NSFVS) is the lead provider for the integrated family violence service system in the Northern Metropolitan sub-region. The NSFVS provides support services to victim survivors of family violence and their children inclusive of cis gendered heterosexual women and, their children; and people from the Lesbian, Gay, Bisexual, Transgender, Intersex and Queer Community (LGBTIQ+) and their children. NSFVS provides a range of specialist family violence programs. The service aims to support victim survivors 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>The Advanced Family Violence Practice Leader is a clinical leadership position and is based at The Orange Door in Heidelberg. The fundamental function of The Orange Door is to:</p> <ul style="list-style-type: none"> • Be a more visible and accessible contact point for service users requiring specialist support. • Provide help for people to identify family violence and child wellbeing issues. • Support to access justice and legal support. • Offer advice based on contemporary risk assessment tools and guidance. • Provide specialist support and tailored advice for victims, families and children, and perpetrators. • Connection and coordination of access to support. • A system wide view of service capacity, client experience and outcomes.
OUR VALUES	PRIMARY OBJECTIVES OF THE ROLE
<p>We expect all staff to apply these Values in all aspects of their work.</p> <p>Courage: to never give up, maintain hope and advocate for a ‘fair go’</p> <p>Integrity: to be true to our word</p> <p>Respect: to acknowledge each person’s culture, traditions, identity, rights, needs and aspirations</p> <p>Accountability: 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>Working Together: to work with our clients, each other and our colleagues to share knowledge, ideas, resources and skills</p>	<p>The primary focus will be to provide specialist family violence expertise that drives an integrated response by supporting practitioners working with victim survivors of family violence and their children. This role forms part of the practice leadership group comprising a second Advanced Family Violence Practice Leader, Integrated Practice Leaders and a Men’s Family Violence Practice Lead. This role will also support practitioners to deliver high quality, safe and effective response to victims of family violence and their families.</p> <p>The Advanced Family Violence Practice Leader will work as part of a team working collaboratively to improve capability, integrated practice and provide specialist knowledge. Currently under development, there may be specific portfolio responsibilities delegated to the role to develop capacity in the team to respond to presenting co morbidities.</p>
	REPORTING RELATIONSHIPS
	<p>This role is based at The Orange Door in Heidelberg, Wurundjeri Country and is part of Berry Street’s Northern Region.</p> <p>This role reports to the Program Manager Specialist Family Violence - The Orange Door (NEMA) 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 service delivery that prioritises 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 of intersectionality and inclusive practice, particularly with members of the LGBTIQ+ community.
- Demonstrated ability to flexibly manage competing priorities and stressful situations, monitoring own stress levels and practicing and promoting self-care strategies.
- Have expert knowledge and experience working in specialist family violence clinical and social services leadership roles.
- Familiarity with relevant legislation, including knowledge and an understanding of the Child, Youth and Families Act 2007, the Family Violence Protection Act 2008, DV Vic Code of Practice for Specialist FV services and other relevant guidelines and regulations.
- Has extensive experience in working with both victims and perpetrators of family violence and their families.
- An understanding of key Victorian government policy directions and their impact on the community sector.
- Demonstrated ability to liaise and build positive and respectful relationships with relevant government and community sector organisations. Established links with key stakeholders within the Northern Metropolitan Region would be an advantage.

QUALIFICATIONS AND OTHER REQUIREMENTS

- A tertiary qualification (minimum Bachelor level) in Social Work, Psychology, welfare or a related discipline.
- Extensive direct family violence experience.
- 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

- Professional registration and extensive experience working with mental health and/or dual diagnosis.

ABOUT THE NORTHERN SPECIALIST FAMILY VIOLENCE SERVICE

The Northern Specialist Family Violence Service (NSFVS) is the lead provider for the integrated family violence service system in the Northern Metropolitan sub-region. The NSFVS provides support services to victim survivors of family violence and their children inclusive of cis gendered heterosexual women and, their children; and people from the Lesbian, Gay, Bisexual, Transgender, Intersex and Queer Community (LGBTIQ+) and their children. NSFVS provides a range of specialist family violence programs.

The service aims to support victim survivors 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.

Underpinning the service provided by NSFVS is a commitment to work within an intersectional feminist framework that recognises that gender inequality and the privileging of heterosexual, cis gendered masculinity drives violence against heterosexual, cis gendered women and their children and against people from the LGBTIQ+ communities.

The service acknowledges the social pattern of inequality in which violence and abuse is perpetrated. The service works from a framework that attempts to promote victim survivors' sense of self and encourage their own agency (empowerment). This framework incorporates an understanding of the multi factorial contributors to the experience of family violence by any individual.

This includes contextualising a person within their culture. In our work with Indigenous people we understand that colonisation and the resulting destruction of kinship networks, i.e. the targeted disruption to secure attachments through institutionalisation has resulted in significant transgenerational trauma which 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 people from Culturally and Linguistically Diverse (CALD) communities bring experiences from their countries of origin and cultures (including political and religious status) and migration histories that require recognition.

This service acknowledges the power imbalance experienced by people with disabilities when they are dependent on others for their care. This imbalance increases the prevalence to all forms of violent and controlling behaviours.

The service has an appreciation of the negative impact of family violence on the development and well-being of children and adolescents.

The service operates within a collaborative and supportive team environment with a strong focus on partnerships with relevant external organisations.

KEY ACCOUNTABILITIES AND RESPONSIBILITIES

ACCOUNTABILITY	SPECIFIC RESPONSIBILITIES
Direct Service Delivery	<ul style="list-style-type: none"> • Support family violence clinical decision making by managing highly sensitive situations that arise. • Provide effective specialist family violence practice advice and support practitioners and team leaders by modelling integrated practice approaches and behaviours. • Provide sound judgement and authoritative advice on risks, priorities, clinical and practice matters for consideration by Senior Management. • Work collaboratively with other practice leaders in The Orange Door. • Build and maintain positive relationships with key stakeholders to facilitate a partnership and integrated practice approach. • Manage stakeholders through effective negotiation and influence. • Providing specialist consultation to organisations and services. • Support clinical and professional development of practitioners. • Oversee, monitor and deliver projects to respond to local specialist family violence practitioners needs, ensuring they are delivered in accordance with relevant legislation and government regulations and guidelines. • Provide authoritative advice to internal and external stakeholders regarding clinical practice in The Orange Door. • Provide advice on the suitability of brokerage finding for complex cases. • Keep accurate and complete records in accordance with legislative requirements and the department's records and privacy policies and security requirements. • Manage cross functional delivery of policies and services impacted by sensitive and complex issues.
Administration	<ul style="list-style-type: none"> • Maintain concise, accurate and legible records, including case notes, completed forms and reports as required according to program guidelines. • Maintain client files in a safe, secure place as per confidentiality policy. • Maintain accurate statistical data as required by Berry Street and DHHS.
Program Development	<ul style="list-style-type: none"> • Establish effective working relationship with partner agencies providing services and support to victim survivors and their children who have experienced family violence.
Other	<ul style="list-style-type: none"> • Other duties as required.



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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
Work Environment	Manage demanding and changing workloads and competing priorities.	Daily
	Work in a team environment.	Daily
	Work in different geographic locations.	Regular
	Be exposed to all outdoor weather conditions.	Regular
	Work in unstructured environments (e.g. outreach, working from home).	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.	Regular
	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
People Contact	Liaise with government, non-government and community organisations.	Daily
	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.	Daily
	Undertake training and professional development activities.	Regular
Administrative Tasks	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
Transport	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