



POSITION DESCRIPTION

POSITION TITLE:	Senior Practitioner – Family Violence
PROGRAM:	Therapeutic Services and Capacity Building
STATUS:	Permanent
REPORTING TO:	Team Leader – Family Violence Services
LOCATION:	200 Hoddle St Abbotsford
CLASSIFICATION:	VAC/GMHC Employment Agreement April 2014 (SACS Level 5)

1. ORGANISATIONAL ENVIRONMENT

Thorne Harbour Health is a community-controlled LGBTI organisation, governed by our members, and working for our sex, sexuality and gender diverse communities.

For 35 years as the Victorian AIDS Council (VAC), the organisation led the Victorian community's response to HIV and AIDS. Our work has now moved beyond Victoria, and Thorne Harbour Health is responding to a broad range of issues. Thorne Harbour Health aims to improve the health, social and emotional well-being of LGBTI communities and those living with or affected by HIV, with a particular emphasis on bringing the HIV and AIDS epidemic to an end.

Our Vision

We envision a healthy future for our sex, sexuality and gender diverse communities, a future without HIV, where all people live with dignity and wellbeing.

Our Mission

We devise and deliver effective community-driven health and wellbeing programs. We advocate to reduce stigma and discrimination.

For more information on our organisation please visit our website www.thorneharbour.org

2. PROGRAM CONTEXT, ROLE & FOCUS

The Counselling, AOD and Family Violence services make up the THH Therapeutic Services and Capacity Building (TSCB) team and provide specialist support services to the LGBTI community and those living with, affected by or at risk of HIV.

Thorne Harbour Health's services to the LGBTI community and people living with HIV recognise the importance of specialist responses led by the LGBTI community for the community and that HIV related programs adhere to the principles of the meaningful involvement of people living with and affected by HIV.

TSCB provides therapeutic counselling and support services to individuals, couples, and families as well as group programs. These specialist services target the LGBTI community and people living with or affected by HIV or Hepatitis C.

Thorne Harbour Health's Family Violence Program includes victim/survivor support, recovery and case management as well as perpetrator programs including counselling, case management and behaviour change.

Thorne Harbour Health currently offers flexible support packages for LGBTI people seeking to leave or who have recently left abusive relationships. The packages are provided as a state-wide service to clients with an existing care plan and the support of a case manager. Thorne Harbour Health is also able to support these packages with internal case management.

ReVisioning is a 20 week Men's Behaviour Change program for gay, bisexual and queer men (inclusive of cisgender and transmasculine) who are perpetrators of family violence. Participants must agree to their current or ex-partners being contacted by a partner support worker for the duration of the program. This program now includes individual victim/survivor centred case management for perpetrators.

TSCB also delivers Training & Capacity Building in the areas of LGBTI health and people living with or affected by HIV or Hepatitis C.

The TSCB team is made up of professionals from different disciplines and with expertise in a variety of therapeutic modalities. Clinicians are all professionally qualified and registered with appropriate governing bodies.

3. POSITION ROLE AND RESPONSIBILITIES

1. Deliver high quality, evidence-based, case work and trauma informed counselling to clients from the LGBTI community and those living with HIV, who have experienced family violence.
2. To provide evidence based, victim survivor centred case management and counselling support to perpetrators of family violence and to ensure work with clients is underpinned by outcome-focused plans.
3. Act as a representative in forums and related interagency meetings as required
4. To work effectively and collaboratively with other service providers to ensure clients have access to wrap-around, integrated services.
5. Mentor Family Violence practitioners, particularly those who are new to roles, in order to augment supervision, build professional confidence and improve service delivery and at times, co-work cases alongside internal practitioners to build capacity and assure quality of practice
6. To undertake timely family violence, child safety and suicide risk assessments of all current clients and those presenting to the service and deliver clinical support to clients with more complex presentations, ensuring work is underpinned by robust assessments and plans.
7. Contribute to the design of family violence group programs and provide co-facilitation of family violence group programs, participate in team planning, steering/reference groups both internal and external to the organisation
8. Maintain accurate records of client case notes and contacts and ensure data entry on the client data base is up to date, accurate and complete.
9. Maintain the required client case management caseload.
10. Provide secondary consultation to mainstream service providers and other LGBTI services.
11. Achieve performance targets as set and work within Program guidelines, and undertake other duties as directed in support of the organisation and its objectives

4. KEY SELECTION CRITERIA

Qualifications

1. Relevant tertiary qualification in health or community services, such as social work, psychology, or counselling
2. Eligible for membership of a relevant professional association (e.g., AASW, AHPRA, APS, PACFA)

Skills and experience

1. High level of knowledge of and experience in delivering evidence-based interventions for case management and trauma recovery counselling including brief interventions and victim survivor centred practice involving a diverse client group, preferably from LGBTI communities and their families and/or with people living with or affected by HIV, Hepatitis C
2. Experience and competence in the provision of family violence assessment (MARAM), risk management, treatment planning, and discharge planning with a commitment to recovery-oriented approaches, acknowledging and building on people's own resilience and resources and working with both victim/survivors and perpetrators of family violence
3. Knowledge and skills which demonstrate capacity to deliver training and therapeutic groups and provide secondary consultation regarding family violence in LGBTI communities
4. Advanced organisational skills, demonstrating capacity to provide client centred care coordination across providers to facilitate service access and care continuity
5. Experience in supervision and mentoring of staff
6. An interest and willingness to work with people from LGBTI communities, including people living with HIV in a non-judgmental and respectful manner and with an ability to convey warmth, openness, empathy and concern for the wellbeing of clients and their families
7. Highly developed oral and written communication, organisational and administrative / reporting skills
8. Capacity and willingness to contribute to a supportive and productive team environment

Desirable

1. Graduate Certificate in Client Assessment and Case Management (Male Family Violence)

5. CONDITIONS OF EMPLOYMENT

- Salary is paid in accordance with the VAC/GMHC Employment Agreement 2014. The classification for the position is SACS Level 5.
- Salary packaging is available at Thorne Harbour Health; it is a legitimate method of restructuring existing salary into a combination of salary and expense payment benefits to provide a higher net remuneration for the employee.
- Employer's contribution to superannuation (9.5%) will also be paid.
- Conditions of employment are as stated in the VAC/GMHC Employment Agreement 2014.
- The position is for 38 hours per week.
- Evidence of a valid Working with Children Check.
- Completion by Thorne Harbour Health of a satisfactory police check.
- A willingness and ability to work flexible hours is required, including some early morning, evening and weekend meetings and other work-related commitments.
- A Confidentiality Agreement must be signed.
- Thorne Harbour Health is an equal opportunity employer. All staff members are required to contribute to creating a non-discriminatory workplace.
- Thorne Harbour Health provides a non-smoking workplace.
- Membership of the appropriate union is strongly encouraged.
- Applicants must either be Australian citizens, or have permanent resident status.

6. PROFESSIONAL SUPERVISION

Thorne Harbour Health has a commitment to ensuring that staff members receive high quality supervision on a regular basis. This role is required to attend this supervision.

7. WORKPLACE HEALTH & SAFETY

As an employee of Thorne Harbour Health, staff need to strive to ensure a safe and healthy workplace by complying with the provisions of Section 25 of the Occupational Health and Safety Act 2004 (Duties of Employees).

8. APPLICATION PROCESS

Written applications addressing the selection criteria and including a resume and the names and contact details of three professional referees should be sent to recruitment@thorneharbour.org

For further enquiries please contact: Jessica Hunter, Family Violence Services Team Leader on 9865 6700.

Applications close Sunday 27 June 2021.

Important: it is essential that applicants specifically address the selection criteria. Where selection criteria have not been addressed, applications will not be considered.