

## JOB DESCRIPTION

Position Title:	Senior Family Violence Practitioner
Approved by:	General Manager Operations
Date effective:	February 2018

### PURPOSE

The purpose of this position is to ensure RAV:-

- Delivers high quality clinical supervision across its Family Violence programs to safely work with individuals and families where family violence is identified.
- RAV' s Family violence services are guided by our theory of change which emphasises the gendered nature of family violence, whilst recognising the compounding nature of co-occurring issues, like mental health and other psychological and structural factors. The role will be multifaceted, working across the full breadth of RAV's family violence services.

### OUR ORGANISATION

Relationships Australia Victoria (RAV) is a valued provider of specialist family services. We aim to provide high quality and comprehensive services that assist families and children to overcome challenges, grow and thrive.

A community-based not-for-profit organisation, we have no religious affiliations, and aim to help all members of the community, regardless of their religion, age, gender, sexual orientation, lifestyle choice, cultural background or economic circumstances. RAV has a number of Centre's located throughout Melbourne and regional Victoria to best offer a wide range of quality professional services within the community.

### POSITION SUMMARY

The Senior Family Violence Practitioner is responsible for the delivery of high quality family violence support services and programs by delivering an integrative and coordinated practice response when engaged with individuals, women or families that are affected by family violence. The role will offer high quality clinical supervision for all allocated family violence staff. Service delivery must be consistent with the *No To Violence Minimum Standards of Quality Practice 2006*. A key focus of this role is the safety of women and children.

The Senior Family Violence Practitioner will be able to work systemically, need to be guided by contemporary evidenced based theory and research and be able to choose interventions that are most likely to bring about sustained positive change. The Senior Family Violence Practitioner will also be adept at responding to a diverse range of issues such as working with individuals and families affected by trauma, violence abuse and mental health difficulties; parenting concerns; stress and anxiety; family law complexities ; and issues affecting blended families.

Practitioners in RAV operate within a framework of:

- Valuing and measuring client outcomes, client satisfaction and, counselling effectiveness;
- Active responsibility for dealing with family violence within a risk assessment framework pertaining to the safety of women and children;
- Openness and accountability for one's practice;

- A teamwork approach to service delivery with the necessity of providing support and expertise to team members to enhance each other's practice and deal with the stresses that accompany the work.

## KEY RESULT AREAS

Area	Tasks
Practice, Supervision and Service Delivery Quality Assurance	<ul style="list-style-type: none"> <li>• Ensure staff receive regular and structured clinical supervision, debriefing, support and feedback.</li> <li>• In conjunction with the Family Violence Coordinator and/or Manager, monitor clinician training and professional development, to identify, support and assist with facilitating clinical and ongoing practice development and positively respond to contemporary and diverse client needs.</li> <li>• Ensure accurate and appropriate case records are maintained by all practitioners and that the required data collected is compliant with service standards and program accountabilities.</li> <li>• Provide ethical and professional Family Violence services to individuals, couples and families to improve safety for all family members. This may include psycho-educational group work.</li> <li>• Support and co-operate with RAV policy development and implementation; contributing to the development and review of policies.</li> </ul>
Program Development	<ul style="list-style-type: none"> <li>• Undertake presentations and community education around Family Violence issues as required</li> <li>• Establish effective working relationships with partner agencies providing services and support to women and children who have experienced family violence</li> <li>• Support RAV to develop a stronger practice model for family violence referrals</li> <li>• Work closely with the Family Violence and practice development team to ensure high quality program delivery</li> </ul>
Policies, Procedures and Systems	<ul style="list-style-type: none"> <li>• Adhere to, and comply with RAV organisational policies, processes, procedures and contractual obligations, using appropriate systems where required.</li> <li>• Model the organisation's values, play a role in raising the profile of these values and associated behaviours across the organisation including a positive contribution to workplace harmony and displaying cooperative team behaviour.</li> <li>• Proactively communicate, identify, report, assess OHS related risks and hazards within the centre(s).</li> </ul>
Continuous Improvement	<ul style="list-style-type: none"> <li>• Demonstrate commitment to the objectives of the team, centre and organisation and show considerable drive and effort in achieving work and organisational goals.</li> <li>• Identify, develop and support and/or implement new initiatives, quality and continuous improvement activities as part of a continuous improvement process in own work, team, centre and organisational goals.</li> </ul>
Other	<ul style="list-style-type: none"> <li>• Perform additional duties from time to time, as required by management.</li> </ul>

## REPORTING

Manager: Co-ordinator Family Violence and/or Centre Manager, depending on centre and location of the role

Manages: NIL

Key internal liaison: Centre Manager, FV Team and State Services, other counselling and clinical staff, administration staff, RAV Practice Development Specialist Family Violence.  
External: Liaison: FV and support services, Police, Justice, Courts, local FV networks  
Note: Reporting arrangements may change from time to time depending on organisational requirements.

## OUR VALUES

At RAV, we believe in –

- Treating everyone with respect
- Behaving with integrity in all our dealings
- Being open and honest in all our communications
- Using our resources responsibly
- Providing high quality services and maintain the highest professional standards
- Encouraging continuous improvement and innovation in the services we provide
- Being adaptable and responsible to change
- Ensuring our service delivery tangible, positive and enduring outcomes for our clients.

## KEY PERFORMANCE INDICATORS

- Provision of safe, effective and efficient services in line with funding and contractual arrangements and relevant sector standards
- Supervision is performed as required within the RAV Supervision Policy and Staff Enterprise Agreement.
- Clinical practice, performance or behaviour issues are raised with Centre Manager and proactively dealt with.
- Maintain concise, accurate and legible records, including assessments, intake notes, completed forms and reports as required
- Undertake organisational processes to ensure that all administration and documentation requirements are initiated and completed in a professional and timely manner
- Maintain accurate statistical data
- Attend regular team meetings and other forums as required
- Provide reports as required by the FV Coordinator
- Prompt reporting to Centre Manager of safety concerns, and any serious matters or critical incidents
- Compliance with RAV policies and procedures, and associated funding requirements.

## KEY SELECTION CRITERIA

### Mandatory KSC:

- Appropriate tertiary qualification in Psychology, Social Work, or a related social science discipline
- Completion of 'No to Violence' Graduate Certificate in Male Behaviour Change Group Facilitation, Swinburne University
- Experience in the provision of Family Violence supervision with staff working with men, women and children
- Experience in the provision of high quality assessments of individuals and families, where family violence is an identified risk
- An understanding of the gendered nature of family violence and the ability to articulate a practise framework including engagement and assessment.
- Demonstrated experience with a range of family violence and family intervention models.
- Excellent written and oral communication skills (including public speaking, presentations and facilitation skills).
- Demonstrated understanding of and commitment to the principles of equity, diversity, continuous improvement, risk management and occupational health and safety.

- Demonstrated ability to flexibly manage competing priorities and stressful situations, monitoring own stress levels and practicing and promoting self-care strategies.
- Demonstrated ability to establish, and maintain positive and productive working arrangements and internal and external individuals, organisations and groups.
- Satisfactory completion of a National Police Check, International Police Check (if applicable) and Working with Children check (if required).
- Full driver's license.

**Highly Desirable KSC:**

- Commitment to advocating for non-violence, and to living non-violently.
- Knowledge of the Family Violence Protection ACT 2008 and the Common Risk Assessment Framework (CRAF) and safety planning.