

POSITION DESCRIPTION

Position	Specialist Family Violence Practitioner – Orange Door Outer Eastern Melbourne
Location	Onsite presence at Orange Door Outer Eastern Melbourne area location, including access points
Reports to	Team Leader – Specialist Family Violence Orange Door Outer Eastern Melbourne
Direct Reports	Nil
Award/ Classification	SCHADS Level 5
Date	September 2021

ORGANISATIONAL CONTEXT

EDVOS is a leading specialist family violence service in Victoria. Our work is focused across seven Local Government Areas including Boroondara, Manningham, Whitehorse, Monash, Knox, Maroondah and Yarra Ranges. Some of our training, education and primary prevention programs are national.

EDVOS is predominantly funded to work with women and children. It is recognised that being female is the biggest risk factor for experiencing family violence. EDVOS acknowledges that family violence can take many forms such as intimate partner violence, child abuse, elder abuse, carer abuse, parental abuse and sibling abuse. Our specialist family violence response services are mostly directed towards women, including women from the lesbian, gay, bisexual, trans and intersex (LGBTI) communities, children, pets and other animals, who are responding to any form of family violence.

EDVOS is committed to assisting all people, regardless of ethnicity, race, religion, sexual orientation, gender identity, age and ability within our community and can also provide access to other family violence services that are most suitable to the individual's unique needs and goals.

EDVOS predominantly employs women, including women from the lesbian, gay, bisexual, trans and intersex (LGBTI) communities, as per the findings of Equal Opportunity exemption H327/2017 and by special measure. This is due to the specialist nature of the work and the services that EDVOS provides to women and children who are responding to family violence in the community. EDVOS actively promotes a safe and inclusive workplace where workers are free from discrimination and are afforded dignity and respect.

EDVOS is a child-focused and child safe organisation and is committed to promoting and protecting the safety and interests of children. This includes the cultural safety of Aboriginal and Torres Strait Islander children, children from culturally and linguistically diverse backgrounds as well as children who identify as LGBTI as well as children with a disability.

EDVOS Vision

A community free from family violence, where everyone is safe.

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Values and Guiding Principles

The following guiding principles underpin the way we work as an organisation and with others to realise our vision.

Intersectional Feminism – We understand that family violence and the abuse of power is multidimensional and that the impact of family violence is compounded by intersecting forms of oppression and inequality (e.g. gender, ethnicity, age, sexual orientation etc.), creating overlapping forms of discrimination. This results in higher rates or more severe forms of violence, as well as greater barriers to accessing support and safety for some communities more so than others. We recognise the gendered nature of the drivers of family violence and how women and children are disproportionately affected by it, which is why we prioritise them in the work that we do.

Courage and Leadership – We are courageous in our pursuit of preventing family violence, leading and influencing change within the family violence and mainstream sectors and broader community that is focused on delivering positive outcomes for victim survivors. We do not shy away from challenging the status quo and doing things differently.

Person-Driven – We place victim survivors at the centre of all decisions. We listen and respond to their input and feedback on the planning, design, delivery and evaluation of our services and programs to ensure they remain client-centred.

Evidence informed and continuous learning – Our work and approach is informed by evidence (noting that this evidence can come in the form of formal research or practice wisdom). We actively seek opportunities to continuously improve and innovate, including by piloting (and measuring the impact of) innovative models of service and program delivery.

Transparency and Accountability – We are transparent in our conduct and hold ourselves to account for delivering high quality services and programs. We seek to;

- challenge perpetrators to take responsibility for their actions and to change their behaviour and;
- engage organisations and communities to ensure that everyone is playing a role in preventing and responding to family violence (including addressing the drivers of family violence) and supporting the ongoing recovery of victim survivors.

Respect and Collaboration – We value and respect the expertise of victim survivors and our stakeholders, working with others to maximise the impact of our collective work through genuine and meaningful collaboration. We endeavour to strengthen our collaboration and integration with both existing and new partners.

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ORGANISATIONAL ACCOUNTABILITIES (applicable to all employees)

<i>Occupational Health and Safety (OH&S) and Wellbeing</i>
<p>Comply with the requirements of Victorian Occupational Health and Safety (OHS) Act 2004 and related OHS procedures and Safe Operating Procedures developed by EDVOS, including to:</p> <ul style="list-style-type: none"> • Work in a manner that considers and enhances the health, safety and wellbeing of self and others. • Report to work fit for duty and not negatively affected by alcohol, drugs, medication or other substances. • Ensure that all work areas are maintained in a safe condition. • Identify, report and record all safety hazards, incidents and injuries. • Participate in OHS training, consultation and communication meetings where required. • Actively assess, manage and where possible mitigate workplace risk.
<i>Continuous Quality Improvement (CQI)</i>
<ul style="list-style-type: none"> • Become familiar with and adhere to EDVOS's policies, procedures and Code of Conduct. • Contribute to or participate in Continuous Quality Improvement (CQI) activities of EDVOS and implement CQI strategies into work practices. • Attend supervision, job-specific and organisation-wide training, meetings, working groups and conferences as required. • Be open to new ways of doing things and respond to challenges with innovative ideas and solutions. • Strive for and promote continuous quality improvement across the organisation.
<i>Diversity</i>
<ul style="list-style-type: none"> • Demonstrate respect and acceptance of diversity at all times. • Interact with EDVOS clients, staff and other stakeholders in a manner that is inclusive, respectful and non-discriminatory.
<i>Respectful Relationships</i>
<ul style="list-style-type: none"> • Facilitate good, respectful working relationships with EDVOS staff, clients and all stakeholders, internal and external through clear communication and a willingness to work towards the prompt resolution of any concerns.

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POSITION OBJECTIVE

As an EDVOS team member the Assessment and Response practitioner will provide screening, triage, risk and needs assessment, planning and crisis support to all incoming referrals for victim-survivors. The Practitioner will work in close partnership with practitioners from other agencies and within an integrated Practice Framework within the Orange Door, to increase the safety of women and children experiencing family violence through direct service provision.

About the Orange Door:

A key recommendation of the Royal Commission into Family Violence was to establish Support and Safety Hubs ('Hubs') to operate as an integrated intake and access point for women, children and young people experiencing family violence, and families who need assistance with the care and wellbeing of children to access the services they need to be safe and supported. These Hubs are known as The Orange Door. The Orange Door is strongly focused on perpetrator accountability, working with the system and engaging perpetrators of family violence to hold them accountable for their actions and changing their behaviour. The Orange Door brings specialist practitioners together from a range of services to work within an Integrated Practice Framework. As a partnership, these services work together in an integrated way to provide an accessible, safe and welcoming service that provides quick and simple access to support for:

- Adults, children and young people who are experiencing family violence
- Families who need support with the care and wellbeing of children and young people
- Perpetrators of family violence.

POSITION SPECIFIC ACCOUNTABILITIES

- Acknowledge and work to address gender and power issues underlying domestic violence on both personal and social levels including a focus on accountability of perpetrators
- Provide high quality risk assessment and safety planning with women and children
- Ensure client case notes/records and data collection requirements are recorded electronically, and adhere to organisational policy and procedures (both Orange Door and EDVOS) with respect to quality standards, privacy and confidentiality.
- Provide quality case planning and timely file management
- Provide a high quality Service as directed
- Active collaboration with peers (both Orange Door and EDVOS), EDVOS Senior Management Team, Orange Door leadership, and external stakeholders
- Participate in service planning and continuous quality improvement
- Ensure all work with women and children is holistic and evidence-based, reflecting their needs whilst aiming to promote independence, resilience and enhanced quality of life.
- Ensure all services are culturally sensitive and align with EDVOS strategic and Diversity plan
- Participate in professional development, supervision and reflective practice as per organisational requirements.
- Other duties as directed
- The practitioner can expect to be allocated duties not specifically outlined in the position description, however within the capacity, qualifications and experience normally expected from a person occupying this type of position. This reflects the evolving nature of the Orange Door implementation process.
- Some travel may be required for this position in the Outer Eastern Melbourne region.

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KEY SELECTION CRITERIA

- A qualification or relevant experience in line with the minimum mandatory qualification requirements for specialist family violence practitioners and, where required, a willingness to work towards the minimum qualifications (**please see section 'Minimum Mandatory Qualification requirements'*).
- Knowledge, experience and skills in; intake, family violence risk assessment and safety planning, case planning and referrals, and client advocacy with a demonstrable understanding of, and commitment to, the principles and practices of a specialist family violence service to support women to make informed choices. .
- Ability to establish effective working relationships with clients and other service providers.
- An understanding of relevant theories and practice frameworks that relate to family violence, including the gendered nature of family violence, knowledge of trauma-informed, strengths- based and person -centred practice, and the EDVOS suite of services
- Knowledge of and commitment to Feminist theory, principles and practice
- Ability to participate in planning, implementation and evaluation of programs.
- Capacity to provide a high quality family violence service inclusive of Aboriginal and Torres Strait Islander Women, children, young women, CALD clients and women who identify as LGBTI clients both over the phone and face-to-face.
- Demonstrated understanding and respect for child safety principles
- Ability to manage self-care, reflective practice and resilience with quality and responsive service provision
- Proven ability to function both independently and within a team environment.
- Excellent organisational and administration skills including verbal/interpersonal and written skills as well as demonstrated conceptual, analytical and problem solving skills
- Knowledge or training in MARAM (Multi Agency Risk Assessment and Management Framework) is desirable
- Demonstrated understanding and respect of the Child Safe Standards and child safety principles including the safety of Aboriginal and Torres Strait Islander children, children from culturally and linguistically diverse backgrounds as well as children who identify as LGBTI as well as children with a disability.

TERMS AND CONDITIONS

Salary and conditions are in accordance with the Social, Community, Home Care and Disability Services Industry Award 2010; plus the current legislated Superannuation contribution. While legislation allows, Salary Packaging is offered with this position.

All offers of employment are subject to a six month probationary period.

Performance reviews are linked to criteria in the position description, individual work plans as well as active demonstration of EDVOS values and organisational accountabilities and responsibilities including child safety and equity and diversity.

All offers of employment are subject to the following:

- Current National Police Record Check (renewed every 3 years).
- International Police Record Check (where required).
- Current Working with Children Check Assessment notice and card valid for Employment.
- A Current Victorian Drivers Licence is required for this position.

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- Eligibility to work in Australia.

***Minimum mandatory qualification requirements**

As per the minimum mandatory qualification requirements via <https://www.vic.gov.au/mandatory-minimum-qualifications-specialist-family-violence-practitioners> all candidates wishing to apply for this role must be able to demonstrate that they:

- Are considered EXEMPT under the policy or;
- Hold a Bachelor of Social Work or other equivalent qualification or;
- Have a minimum 5 years relevant professional experience, OR a related qualification as per the mandatory minimum qualification requirements or;
- Hold significant cultural knowledge and experience or lived experience, and have faced barriers to educational pathways.

Please note that candidates wishing to enter the specialist family violence workforce via a related qualification or 5 years related professional experience pathway, OR the significant cultural knowledge and experience or lived experience pathways will be required to work towards an equivalent qualification within specified timeframes (as per the mandatory minimum qualifications policy).

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