


 <p>BERRY STREET Believing In Children, Young People, Families & Their Future.</p>	Position Title: Senior Supervisory Specialist Family Violence Practitioner - The Project	Team: Northern Specialist Family Violence Service	  
	Band: B	Salary: Stream 1, Level 6	Date: June 2022

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>NSFVS is launching a new initiative known as the Project. The program will extend the reach of the specialist family violence response to a small cohort of victim survivors in the late stages of pregnancy, or with a child under 3 years of age to access on site 'live in' therapeutic services and/or access a suite of community programs (eligibility of the child extends to 4 years of age for community access). The project will be piloted for 2 years and be fully evaluated to ensure it meets the stated goals and objectives which include:</p> <ul style="list-style-type: none"> • Support both adult and child victim survivors to recover from trauma. • Provide personal and psychological safety. • Strengthen the attachment between the non-offending parent and child. <p>Please note, The Project is not a FV secure refuge setting.</p>
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>	<ul style="list-style-type: none"> • Assessing family violence risk and working intensively with victim survivors and their children to identify goals via the Empowerment Star, and achieve them. • Share the lead in coordinating all activities associated with the program including groupwork, residential and community. • Collaborate with internal and external stakeholders to support the development, implementation and evaluation of the project. • Contribute to the development of program guidelines, policies and procedures. • Provide specialist family violence supervision to one direct report.
	REPORTING RELATIONSHIPS
	<p>This role is based at the property in the inner northern region and Eaglemont office in Berry Street's Wurundjeri Country. Some work may be done from home.</p> <p>This role reports to the nominated leadership team member 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

- Demonstrated ability to provide family violence case management to victim survivors and their children, utilising the Empowerment Star (or another outcomes measure) to develop a shared case plan
- Experience in providing family violence supervision.
- Knowledge of the Family Violence Protection Act 2008, Child Youth and Families Act and the Multi Agency Risk Assessment and Management Framework (MARAM).
- An ability to navigate and advocate within various service systems utilising the MARAM framework including Victoria Police, the court system, community corrections and child protection.
- A capacity to engage with victim survivors and children who are experiencing multiple and complex vulnerabilities, including some who reside within the program, others who will access therapeutic community programs.
- A capacity to assist multiple service systems to pivot to the perpetrator and hold them accountable for their use of violence.

QUALIFICATIONS AND OTHER REQUIREMENTS

- A minimum Bachelor level qualification in Social Work, Psychology, Welfare or a related discipline, or a relevant Diploma level qualification with extensive experience.
- Experience in providing supervision.
- Experience in family violence case management to victim survivors.
- 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

- Experience in establishing a community based program for victim survivors and children.
- Previous experience working with infants/child victim survivors.
- Previous experience in a FV refuge

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">• Maintain a calm presence and prioritise family violence risk assessment and safety planning for parents and children.• Apply inclusive and intersectional feminist practice consistent with MARAM and DV Vic Code of Practice, Best Practice framework and Safe and Together model.• Support participants to develop an individual goal directed approach to their transition following their involvement in the therapeutic program.• Ensure all community programs are resourced and coordinated in conjunction with the Project Leader.
Administration	<ul style="list-style-type: none">• Maintain data base and service users records aligned with the Recovery Star model of care (training will be provided).• Provide monthly data report to the Project Leader.• Participate in evaluation.• Work in collaboration with the Project Leader to ensure all material requirements to deliver the program are available.
Program Development	<ul style="list-style-type: none">• Provide input to the pilot program development in staff meetings, participants meetings, service provider forums and to the Project Leader for including in Project Advisory Group meetings.• Work collaboratively with all internal and external service providers.• Work collaboratively with participants to design and deliver a feedback consultation process.
Other	<ul style="list-style-type: none">• Other duties as required.

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