Position Description

Title	Family Violence Refuge Support Worker
Employment Type	Part time roster including sleepovers, weekdays, weekends and public holidays.
Reports to	Specialist Family Violence Team Leader - Refuge
Work Location	Geelong
Date of review	June 2022

About The Sexual Assault & Family Violence Centre (The SAFV Centre)

Operating across the Barwon, West Melbourne and Wimmera areas of Victoria, The SAFV Centre offers a full suite of services for people impacted by sexual assault and women and children impacted by family violence. Our services include:

- 24-hour crisis care for victims of recent sexual assault and family violence, including advocacy and access to medical care and justice services;
- Intensive case management and court support for women and children who have or are experiencing family violence;
- therapeutic counselling and group programs for women and children who have experienced family violence; and adults, young people and children who have experienced sexual assault (including support for non-offending family members and friends);
- access to high security crisis accommodation for women and their children assessed as being at high risk of further harm; and
- early intervention services for children and young people under the age of 17 years who have engaged in problematic or abusive sexualised behaviours, and young people engaging in family violence behaviours.

Our organisation also delivers professional training and community awareness activities and we participate in a range of prevention initiatives to promote gender equality and negate violence supportive attitudes and cultures.

The SAFV Centre acknowledges and respects the traditional Aboriginal custodians of the land. Our organisation is informed by our feminist philosophy and we provide empowering and respectful services, welcoming diversity and inclusion in all we do. The SAFV Centre is a registered Child Safe Organisation; committed to safeguarding children and young people.

Our organisation's practice approach is shaped by contemporary research and evidence that highlights what is most effective when working with people who have been impacted by the trauma of sexual assault and family violence.

In Geelong, we are co-located in the Barwon Multi-Disciplinary Centre (MDC), with Victoria Police Sexual Offences and Child Abuse Investigation Team (SOCIT) and the Family Violence Police Unit and staff from the Department of Families, Fairness and Housing Child Protection practitioners. As a key partner, our organisation provides a highly specialised response for people who are impacted by the trauma of sexual assault and family violence within an integrated and seamless environment.

In addition, our organisation is a partner in The Orange Door that brings together or a mix of staff employed by Family Safety Victoria and staff from Community Support Organisations in the Barwon area.

Role Purpose and Accountability

Purpose

The Family Violence Refuge Support Worker provides onsite support to women and children who are experiencing or have experienced family violence and are in need of refuge and crisis accommodation. Working as part of a dynamic team, the Refuge Support Worker will be responsible to deliver services for women and children who are experiencing family violence and living in refuge; outside of standard business hours. This role is critical in ensuring the delivery of individualised and tailored practical supports for women, young people and children living in refuge and crisis accommodation. A strong understanding of the gendered and complex nature of family violence and evidence based risk factors is required to continuously asses a client's risk and safety, while also addressing other support needs identified with the client. The role consists of rostered hours of work, including sleepover, weekdays, weekends and public holidays.

Accountabilities: *role accountabilities include, but are not limited to;*

- Provide support to women, their children and you people residing in refuge accommodation.
- Participate in the intake system as required and provide accurate information, advocacy, support, referral and resources to women and children who are experiencing or who have experienced family violence.
- With support, undertake informed and considered risk assessments for women and children experiencing family violence and implement appropriate safety planning mechanisms.
- Assist with the co-ordination and facilitation of activities that meet the needs of women and young people as identified on their case plan
- Provide an afterhours response to the women and children onsite if required
- Participate and contribute to daily handovers from business to afterhours staff.
- Work within client centred case management practices and evidence based interventions with women and children from diverse backgrounds, which reflects their needs whilst aiming to promote independence, resilience, and enhanced quality of life.
- Ensure the refuge resources, equipment and facilities are in good repair and report any maintenance requirements in a timely manner.
- Maintain an up-to-date awareness of the resources available, to facilitate access for women and children experiencing family violence. Maintain inventory and ordering of new stock as required.
- Assist in maintaining security on site and respond to issues appropriately as and when required
- Build and maintain positive working relationships with other external services.
- Demonstrated ability to work within a team delivering a range of services whilst clearly understanding boundaries and roles and responsibilities when working independently.
- Participate in a roster which includes sleepover, weekdays, weekends and public holidays.
- Ensure confidentiality and legislative requirements are maintained including completion of data collection and case notes within a timely manner.
- Actively participate and prepare for staff, team and organisational meetings and regular supervision meetings with the Team Leader. Adhere to relevant frameworks, standards, policies and procedures of The SAFV Centre.
- Participate in any other tasks/activities consistent with the position as requested by the refuge team or Manager Case Management and Housing.
- Ensure work practices are ethical and comply with The SAFV Centre Policy and Procedure and the code of the professional association of which the employee may be a member.

Key Selection Criteria

Your application must address the following:

Essential Qualifications and Experience

- A Bachelor or working towards a qualification in social work, psychology or other relevant disciplines.

Essential skills and knowledge

- Conceptual understanding of the assessment of risk in relation to family violence and provision of crisis intervention and casework with women and children from diverse backgrounds who have experienced family violence.
- Knowledge and understanding of the gendered nature and complex dynamic of family violence including the impact of family violence on women and children
- Ability to reflect and analyse complex problems and provide workable solutions.
- Demonstrated capacity to adapt, support and manage change.
- An understanding of skills required to build relationships with key stakeholders.
- Demonstrated ability to flexibly manage competing priorities and assist others to do so.
- Demonstrated understanding of and commitment to the principles of equity, diversity, continual improvement, risk management and occupational health and safety.

Other

- Commitment to the vision, philosophy, aims and objectives of The SAFV Centre.
- Commitment to continuous quality improvement and cultural equity in service delivery.
- Current Victorian Driver's Licence.
- First Aid certificate or willingness to obtain.

Referees

Applicants must provide the name and current contact details of two professional referees including a referee from your student placement supervisor or educational provider.

Period of Appointment

This position is ongoing pending the continuation of funding to the service.

Hours of Work

- The position is part time.
- Location of the position is at the Barwon region (Refuge location(s) not disclosed).
- Roster including sleepovers, weekdays, weekends and public holidays.
- The days are based on the needs of the service. Flexibility in working hours will be required from time to time as the need arises.

Salary and Conditions

Annual salary is Social and Community Services Level 4 Pay Point 1-3 range is $77,584.00

$83,479.76 plus superannuation (pro rata for part time).Salary will be commensurate with experience and skills.

Industrial Instrument: Salary Packaging: Provided via Maxxia. PBI status with other expenses available to package above this cap.

Superannuation: Paid in accordance with superannuation legislation.
Probationary Period - 6 months with a review conducted during this time.

Employee Responsibility – Mandatory prior to commencement

Employee expense:

- Valid Working with Children Check
- National Police Records Check – renewed every 3 years of employment at employee expense

The SAFV Centre complies with the CHO directions which requires all employees to be fully vaccinated against COVID-19, unless they are an Excepted Person as defined by the COVID-19 Mandatory Vaccination (Workers) Directions. All applicants must therefore be able to comply with this requirement.

Other

This position description is subject to review and may change in accordance with the needs of our organisation; including our operations, our clients and our stakeholders.

I, NAME, have read and understood this position description and agree to the requirements of this role as set out by The Sexual Assault and Family Violence Centre.

Signed: _____ Date: ____ /_____ / _____

Print name: _____