



GEORGINA MARTINA INC.

ABN 99 489 355 371

Position Description

Position Title	Child and Adolescent Therapeutic Practitioner
Program	Family violence crisis accommodation and case management
Employment Status	Part time – 0.8 EFT
Tenure	2-year contract
Classification	EBA with above award conditions Social, Community, Home Care and Disability Services Industry Award (SCHADS) Level 5 pay point 1
Position reports to	Specialist Children’s Practitioner
Location	North East/Home Moreland

About Georgina Martina Inc.

Georgina Martina Inc. (GMI) is a community-based organisation which operates a state-wide family violence support and accommodation service including two high security refuges – Georgina and Martina. The organisation is committed to a feminist strength-based approach to service delivery that views women as the experts in their own lives. Our practice at GMI is also child focused, trauma informed, and strength based/client focused.

Both Martina and Georgina refuges provide high security crisis accommodations, ensuring women and children experiencing family violence can feel safe. The organisation operates an outreach support service for women and children who have moved on from high security accommodation. We maintain several properties for longer-term support and work closely with mainstream housing services to ensure appropriate exit points from the service.

Georgina Martina Inc. is overseen by a community-based Board of Management involving professionals with relevant expertise and is accredited against: DHHS (Department of Health Human Services) and QIC (Quality Improvement Council) standards on a 3-year cycle by & QIP (Quality Improvement Performance)

Our Vision

Cultures, communities, and people thriving beyond violence.

Our Mission

Creating safe and inclusive spaces that provide the resources and opportunities for victim-survivors of domestic and family violence to heal and grow independently.

Our Values

All staff and Board members commit and adhere to the following set of core values:

Caring: We care for our clients and each other. We foster a culture that supports everyone to feel empowered and celebrated.

Collaboration: We collaborate to build a better future for victim-survivors. We do this by working together with victim-survivors, stakeholders, and the community.

Intersectional feminism: We believe that domestic and family violence will always exist where there is gender inequity. We seek to be a leader in closing this gap. We do this by having an intersectional approach and embracing diversity and inclusion

Integrity: We are honest in our commitment to upholding human rights and living our values.

Our Philosophy

- Georgina Martina Inc. believes women and children should enjoy the fundamental human right to live free of threat or presence of violence regardless of race, age, class, sexual preference, religion or culture. We believe women have the strength and courage to survive and grow through their experiences.
- Our feminist approach strives to preserve and strengthen women's capacity for self-determination and mutual support and challenge the power imbalances inherent in patriarchy.
- We recognise that children suffer the trauma of family violence equally, separately and differently from their mothers and that children are the least powerful in this regard.
- Georgina Martina Inc. acknowledges and supports the rights of Aboriginal and Torres Strait Islander people to be recognised and compensated as the original inhabitants of this country.

Role Purpose

Working across all GMI sites, the Child and Adolescent Therapeutic Practitioner is an integral member of the family violence team and delivers high quality counselling and therapeutic interventions for young people, under 18 years of age, who have experienced family violence and are with their family in refuge or crisis accommodation. This role draws on a range of approaches to assess needs, support trauma recovery and evaluate therapeutic outcomes through individual sessions or group activities.

This role works closely with the Specialist Children's Practitioner, as well as the Case Managers and Support Workers to deliver a therapeutic response addressing emotional, social, recreational, health and educational goals. The therapeutic practitioner contributes to the development of case plans and assists in providing strategies to achieve identified outcomes for children and adolescents through a trauma-informed, intersectional and developmental lens. The role will have a sound understanding of the best interest principles and the child safety standards and ensure these are embedded in practice.

Key Responsibilities

- Contribute to a multi-disciplinary team approach, delivering evidence based therapeutic services to children/young people and their caregivers, impacted by family violence
- Provide high-quality therapeutic responses for young people with multiple and complex needs, across all GMI sites
- Assist children/young people through crisis situations
- Provide individualized support to develop strategies and skills to feel safe and connected and explore feelings and emotions related to family violence and trauma experiences
- Develop therapeutic plans identifying needs and goals for children/young people and contribute to the case planning process for all young people who access accommodation
- Work with parents to further develop their parenting skills, with an understanding of child and adolescent development
- Build parent/carer trust to talk about the impact of trauma and family violence on the child/young person, also providing support to parents/carers and the care team to consistently understand and meet the needs of the child/young person
- Using an intersectional approach and a trauma informed lens, support children/young people toward healing and recovery from family violence
- Engage with children/young people and their families in ways that are constructive, creative and developmentally appropriate

- Develop and facilitate therapeutic group work programs to support children/young people
- Coordinate referrals for support and liaise with specialist services as required
- Using the MARAM Comprehensive Risk Assessment Framework, undertake risk and needs assessment and safety planning as required for children/young person victim/survivors
- Understand information sharing and the organizational requirements of FVISS/CISS
- Demonstrate a commitment to the ongoing implementation of the Child Safe Standards
- Collaborate with a range of agencies and service providers to ensure that each individual young person's needs are met
- Seek to ensure congruence in the therapeutic approach within other contexts where relevant, such as schools
- Provide advocacy for the rights of children/young people to access services within their community
- Provide secondary consultation to colleagues and as required, to other internal and external stakeholders
- Manage competing tasks and prioritise effectively
- Contribute to care team meetings

Key Selection Criteria

<p>Formal Qualifications and Prerequisites</p>	<ul style="list-style-type: none"> • A qualification in Social Work or related discipline (Nursing, Midwifery, Mental Health, Counselling, Youth Work, Alcohol and Other Drugs, Public Health, Community Development or Psychology) and prepared to work towards minimum qualifications requirements for specialist family violence practitioners. <p>See below, for more information*</p> <ul style="list-style-type: none"> • Experience in delivering therapeutic interventions, ideally for young people who have experienced family violence • An ability to draw on and apply a range of relevant theories and therapeutic practice that relate to family violence and trauma recovery • Current Australian Driving License • Working with Children's Check (WWCC) • Current First Aid certificate, or willingness to obtain
<p>Knowledge and skills</p>	<ul style="list-style-type: none"> • A demonstrated understanding of gender-based violence and inequality in the Australian context and a commitment to addressing family violence within an intersectional

	<p>feminist framework.</p> <ul style="list-style-type: none"> • An advanced understanding of the impact’s family violence can have on children/young people • Understanding of relevant legislation and frameworks relating to family violence practice, including but not limited to the Family Violence Information Sharing Scheme (FVISS), Child Information Sharing Scheme (CISS) and the Family Violence Multi-Agency Risk Assessment and Management Framework (MARAM) and Best Interest Case Practice Model (BICPM) • Demonstrated experienced delivering therapeutic support to children and adolescents who have been impacted by family violence, through the application of a range of therapeutic strategies and frameworks • Experience working with complex and dynamic families in crisis and recovery • A sound understanding of child and adolescent development and demonstrated ability to improve outcomes for young people of all ages • Experience developing and delivering a range of therapeutic groups for children and adolescents
<p>Personal qualities</p>	<ul style="list-style-type: none"> • Demonstrated commitment to professional development, including knowledge of the Royal Commission into Family Violence Recommendations and the broader impact of the current reforms on the family violence sector • High level interpersonal and communication skills, advocacy, negotiation, and conflict resolution skills. • Demonstrated success in maintaining external networks and collaborative relationships with professionals both internal and external. • Proven ability to work both independently and within a team environment.

***Minimum mandatory qualifications requirements**

As per the minimum mandatory qualifications 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 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). If you believe these pathways may apply to you and would like more information, please don't hesitate to contact [recruitment contact] to discuss this further

Equal Opportunity Exemption

Georgina Martina Inc. is exempt from the provisions of the Equal Opportunity Act 2010. Applications for this position will only be considered for people who identify as women and/or trans and gender diverse.

We strongly encourage women from Culturally diverse, LGBTIQ, Mature Age or Aboriginal and Torres Strait Islander backgrounds to apply