



WORK WITH US

Towards a community free
from family violence.

Specialist Family Violence Advocate

Key Details

Location	Ringwood	Remuneration	\$97,377 – \$101,783 Not for profit salary packaging available
Employment Type	Full-Time and Part-Time, Permanent	Classification	SCHADS Award Social and Community Services Employee Level 5
Reports to	Team Leader, Support and Recovery	Direct reports	Nil

What we offer

- We are a welcoming, supportive and inclusive team, driven by a shared vision of **a community free from violence where everyone is safe**
- We walk the talk on inclusion: **bring your whole self to work**
- We believe in **lifelong learning** and support our people to engage in professional development
- We embrace **flexibility and hybrid working** - whilst we believe some time together in person is critical (and the amount varies depending on your role), we know balancing life and work is important
- We have great benefits like **paid parental leave, EAP and wellbeing programs**

About the job

We apply an intersectional lens to all of our work. Our approach is trauma informed, strengths based, and person centred. Alongside practical support, you will work with Victim Survivors to hold **hope, validate experience, and build empowerment** and self-belief.

Support and Recovery

Once referred through the Orange Door, our support and Recovery team works alongside victim survivors and their children to manage risk and enhance safety through a tailored support plan.

This includes ongoing risk assessment, safety planning, advocacy and liaison with police and courts, short term financial assistance, support with housing, and connection to other services.

You'll work in FVREE team with assistance from your peers and team leader to learn the ropes and develop and enhance your specialist family violence practice.

Your responsibilities

Evidence based client care and support

- Provide high quality risk assessment and safety planning in collaboration with victim survivors, their children, pets and animals
- Coordinate effective case management activities in accordance with the Multi Agency Risk Assessment and Management (MARAM) framework
- Work alongside the client to identify, assess, develop and implement effective interventions and referrals in an inclusive and culturally safe way
- Empower clients by providing inclusive, holistic, evidence-based interventions which reflect their needs to promote resilience and enhanced quality of life
- Support self-determination through goal directed, client driven care planning
- Facilitate access to a wide range of resources
- Provide Court Support and assistance with Intervention Orders as required

Inter-organisational collaboration	<ul style="list-style-type: none"> ▪ Work productively and collaboratively with other organisations across the family violence and broader service system to support clients and advocate alongside them
Data reporting and privacy	<ul style="list-style-type: none"> ▪ Record required data and case notes/records accurately and promptly in the client management system (SHIP). ▪ Maintain strict privacy and confidentiality of client data, acknowledging the significant risks associated with privacy breaches ▪ Provide reports as required within directed timeframes
Team collaboration and learning	<ul style="list-style-type: none"> ▪ Take an active and accountable role in supervision to enhance your practice ▪ Participate fully in team development and learning initiatives like reflective practice. ▪ Actively engage and collaborate with your peers
Safeguarding Children and Young People	<ul style="list-style-type: none"> ▪ Promote and provide a welcoming and safe environment for any children and young people you interact with at work ▪ Act as a positive role model and interact with children and young people in a safe way ▪ Report any suspicions, concerns, breaches of policy, allegations or disclosures of alleged abuse by EDVOS people or external individuals to your manager and the Safeguarding Officer.

To succeed in this job you will need:

- Understand the gendered nature of family violence and the compounding effect of intersecting forms of oppression and inequality
- Apply specialist family violence frameworks and evidence-based practice (such as MARAM, trauma informed care, strengths-based approach, culturally safe service) in your work
- Reflect on your actions, show awareness and self-insight
- Analyse information, think laterally and solve problems
- Adapt your communication style to build broad and effective relationships internally and externally
- Maintain resilience and self-care when working with trauma
- Be flexible, adaptable and positive in your approach to work
- Manage time and competing priorities

You'll need these qualifications and/or experience

- Bachelor of Social Work*
- Experience in Family Violence is desirable but not essential

****Recommendation 209** of the Royal Commission into Family Violence has led to the introduction of mandatory minimum qualification requirements for Specialist Family Violence Practitioners. You can find out more [here](#). During the 5 year phase in time you can still be employed as a practitioner if you are working towards an eligible qualification. This is called an employment pathway. If you don't hold a Social Work degree but are interested to apply, please speak to our People and Culture Team for advice! 03 9259 4200 or peopleandculture@fvrree.org.au*

Core Capabilities

Everyone at FVREE needs these capabilities to succeed:

Sector and Organisational Purpose & Values	<ul style="list-style-type: none"> ▪ The skills required to uphold our values, reflecting the purpose of the family violence sector. Having a sound understanding of the family violence sector including key frameworks and how they apply to the services we deliver.
Leadership and Teamwork	<ul style="list-style-type: none"> ▪ The skills necessary to work effectively as part of a team, both as a team member and leader. The ability to positively engage with others, collaborating and sharing knowledge and information. As a leader, having the capability to provide guidance, coaching and expertise that is adapted to the needs of the team.
Client Centricity	<ul style="list-style-type: none"> ▪ The capability to put the client’s interests at the centre of all decision making and having an understanding of their needs and challenges.
Personal and Professional Accountability	<ul style="list-style-type: none"> ▪ The capability to be responsible and accountable for personal and professional actions, the actions of your team, and the actions of the organisation as a whole.
Communication	<ul style="list-style-type: none"> ▪ The capability to communicate clearly, actively listen to others, and respond with understanding and respect across all forms of communication.
Innovation and Change	<ul style="list-style-type: none"> ▪ The capability to be flexible, deal with ambiguity, and be ready to respond to the changing needs of clients, the organisation and the sector through thinking creatively and critically to promote continuous improvement. The ability to support, promote and champion change and assist others to engage with the change process.
Problem Solving	<ul style="list-style-type: none"> ▪ The capability to solve problems in an organisational context, demonstrating the skills required to think laterally and address emerging issues in a proactive manner.
Emotional Intelligence	<ul style="list-style-type: none"> ▪ The capability to recognise and understand emotions in yourself and others and having the ability to regulate them and adapt behaviours accordingly to respond effective. This includes the ability to support the resilience of your team and the organisation, in the face of sensitive matters and challenging circumstances.

Other important things to know

- A probation period of 6 months applies from when you join FVREE
- You will need to get some safety screening checks before starting in the role:
 - A national criminal history (police) check renewed every 3 years
 - An international criminal history certificate (if you've lived overseas for 12 months or more in the last 10 years)
 - A Working with Children Check (renewed every 5 years)
- If you choose a hybrid working option, you'll need to have your own home office safely set up with equipment like a computer or laptop, desk and ergonomic chair.
- We take safeguarding children and young people seriously. In addition to our standard Code of Conduct, you will be required to sign and comply with our Children and Young People Code of Conduct which will be provided to you when you commence employment.
- This position description is a guide and reasonable additional duties may be requested