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|  | Position Title: Specialist Family Violence Hub Practitioner | Team: Northern Specialist Family Violence Service |    |
| | Band: B | Salary: Stream 1, Level 6 | Date: February 2025 |

| OUR VISION AND PURPOSE | ROLE CONTEXT |
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| <p>We believe children, young people and families should be safe, thriving and hopeful.</p> <p>Our Vision for 2026: 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 our staff, carers, partners, supporters, and government, to ensure children, young people and their families can create the future they imagine for themselves.</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 provides a Specialist Family Violence team within The Support and Safety Hub (also known as The Orange Door) in the Hume Merri-Bek Area (HMA) as per Recommendations 37 and 38 of the Royal Commission into Family Violence.</p> <p>NSFVS operates within a collaborative and supportive team environment with a strong focus on partnerships with relevant external organisations.</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>The Specialist Family Violence Hub Practitioner plays a critical role in family violence risk assessment, safety planning and engagement of victim survivors and their children into any supports they need. This includes adopting an integrated approach to safety and child wellbeing. The referrals are a combination of police referred, victim survivors calling our service directly, or referrals from other services. The service can be provided by contacting victim survivors by phone, face to face at The Orange Door (HMA) or conducting outreach appointments.</p> <p>There is expected to be a suite of training programs offered as part of the induction program by Family Safety Victoria, including:</p> <ul style="list-style-type: none"> • Integrated Practice Framework. |

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| <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. Berry Street is committed to being a child safe, child friendly and child empowering organisation. In everything we do we seek to protect children.</p> | <ul style="list-style-type: none"> • Information Sharing Regime. • Hub site induction and worker health and safety. <p>REPORTING RELATIONSHIPS</p> <p>This role is based at our The Orange Door (HMA), Broadmeadows or Sunbury locations, Wurundjeri Country.</p> <p>This role operates as a hybrid model consisting of in office, community, and work from home arrangements.</p> <p>This role reports to the Team Leader The Orange Door (HMA) or the Senior Specialist Family Violence Hub Practitioner who will provide supervision and review.</p> |
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| EXPECTATIONS |
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| <ul style="list-style-type: none"> • 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. • Raise all health, safety, and wellbeing issues or concerns with managers, observe all safe work procedures and instructions, and take reasonable care for their own safety and for the safety of work colleagues by always operating in a safe and appropriate manner. • Participate in regular supervision, performance planning and review processes and probationary reviews. • Complete mandatory training within designated timeframes. • Berry Street is committed to service delivery that prioritises and celebrates diversity and inclusion in our staff and the children, young people and families we support. 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 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 as LGBTIQ+. |
| KEY SELECTION CRITERIA: KNOWLEDGE, SKILLS AND ABILITIES REQUIRED TO FULFIL THE ROLE |
| <ul style="list-style-type: none"> • Excellent written and oral communication skills (including public speaking, presentations and facilitation skills). • Demonstrated ability to flexibly manage competing priorities and stressful situations, monitoring own stress levels and practising and promoting self-care strategies. |

- Demonstrated experience in working with victim survivors and their children from diverse backgrounds who have experienced family violence.
- Demonstrated knowledge and high-level understanding of the gendered nature of family violence and the ability to articulate a feminist practice framework that incorporates trauma, attachment, David Mandel's Safe & Together and the Best Interest Case Practice frameworks.
- Demonstrated ability and experience to undertake comprehensive risk assessments (CRAF or TRAM) with a focus on perpetrator accountability, to develop safety plans, refer appropriately to other services and respond to crisis situations in consultation with the Team Leader, Program Manager or colleagues.
- Demonstrate a sound understanding of historical and contemporary issues that affect Aboriginal and Torres Strait Islander people in Australian society, as well as values and protocols, and demonstrated capacity to work in culturally informed and respectful manner.
- Demonstrated commitment to working collaboratively internally, with partners and stakeholders, and the community with the capacity to build relationships, negotiate and liaise at an individual case planning level.

| QUALIFICATIONS AND OTHER REQUIREMENTS | DESIRABLE |
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| <ul style="list-style-type: none"> • A minimum Bachelor level qualification in Social Work or equivalency met through the 7 Equivalency Principles in line with the minimum mandatory qualification requirements. Please see https://www.vic.gov.au/mandatory-minimum-qualificationsspecialist-family-violence-practitioners for further information. • Staff members 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. | <ul style="list-style-type: none"> • Ability to speak a language in addition to English. • Capacity to be flexible as part of a rostered triage and response team. • An understanding of the Child, Youth and Families Act 2007 and the Family Violence Protection Act 2008. |

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 |
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| Direct Service Delivery | <ul style="list-style-type: none"> • Provision of timely telephone, face-to-face and/or online responses to victim survivors and their children who have experienced or are experiencing family violence and require information, support and or referral to appropriate services. • Work within a specialist discipline to deliver services and develop an understanding and capabilities to work safely across other areas of specialisation (with appropriate training and supervision). • Deliver screening and triage, assessment, crisis responses, service planning, targeted interventions, allocation and managing all family violence referrals for victim survivors and their children (including police referrals) to The Orange Door (HM), consistent with the Integrated Practice Framework, Operational Guidelines, Service Specifications and relevant risk assessment tools and frameworks. • Playing an active role in keeping perpetrators of family violence in view and holding them accountable through gathering and sharing information with key agencies. • Identify, assess and prioritise risk and needs of victim survivors and their children, families and perpetrators, drawing on the expertise of different practitioners in a multi-disciplinary team. • Develop and review comprehensive safety plans with victim survivors and their children. • Provision of advocacy on behalf of victim survivors and their children to promote access to required services. • Actively respond to referrals from a range of community and statutory organisations, prioritising victim survivors assessed at high and escalating risk of family violence. |
| Administration | <ul style="list-style-type: none"> • Maintain concise, accurate records, including CSNet and Client Relationship Management (CRM) systems in The Orange Door (HMA). • Apply for brokerage on behalf of clients in accordance with Brokerage Guidelines for approval by the Integrated Practice Leader. • Handle client information in accordance with the Family Violence Information Sharing Scheme (FVISS), information security and privacy policies and requirements. |
| Program Development | <ul style="list-style-type: none"> • Effectively participate as part of a co-located, coordinated and collaborative multiagency team in The Orange Door (MHA) • Establish effective working relationship with partner agencies providing services and support to victim survivors and their children who have experienced family violence. • Contribute to the review, development and implementation of systems, policies and procedures to build and enhance The Orange Door (HMA) service model. |
| 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 |
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| Client Facing and Service Delivery | Work with clients who may have a physical, psychiatric or sensory disability. | Regular |
| | Interact with clients and members of the public who may display the full range of emotional expressions, including parents, partners, significant others, family members, advocates, doctors, police. | Daily |
| | Work with complex clients which may expose you either directly or vicariously to emotionally challenging concepts such as self-harm, trauma, illegal activity and/or violence. | Regular |
| | Drive vehicles with possible distractions from client behaviour, verbal or physical. | Regular |
| | Work in a client's home or their family home alone and/or with others. | Occasional |
| | Represent, advocate and cooperate with legal processes which may include attendance to court. | Occasional |
| 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 via computer from home as required. | Regular |
| | Work office hours with the possibility of extended hours. Flexible arrangements by agreement. | Regular |
| | Work on-call after hours. | Regular |
| | Work in an open plan office with no assigned desk. | Daily |
| | Work in buildings which may require the use of stairs or elevators. | Regular |
| | Sit at a computer or in meetings/meeting rooms via video conference facilities or in person for extended periods. | Daily |
| | Work in an environment with competing demands. | Daily |
| | Work in educational or community facilities. | Occasional |

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| | Liaise with government, non-government and community organisations. | Daily |
| | Undertake training and professional development activities both internal and external to the organisation. | Regular |
| Administrative Tasks | Undertake administrative tasks which may include the following: computer work, filing, data entry, writing reports, case notes/plans and client records. Manage resources and budgets. Research and analyse information and data. | Daily |
| | Use technology including computers, photocopiers, telephones including mobiles, projectors, televisions, video conference facilities and electronic whiteboards. | Daily |