



# WORK WITH US

Towards a community free  
from family violence.

## Therapeutic Practitioner - Specialist Family Violence

### Key Details

<b>Location</b>	Ringwood Working from home options available	<b>Remuneration</b>	\$110,102 - \$114,983 (pro-rated) Not for profit salary packaging available
<b>Employment Type</b>	.8 EFT Ongoing contract	<b>Classification</b>	SCHADS Award Social and Community Services Employee Level 6
<b>Reports to</b>	Therapeutic Lead – Specialist Family Violence	<b>Direct reports</b>	None

## 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** - while 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

At FVREE we provide services across the continuum of family violence: prevention, specialist risk assessment and safety planning programs, crisis response, case management and recovery.

This role is part of our growing therapeutic intervention programs at FVREE, including working collaboratively with our case managers. As a member of a small therapeutic team, you will work with adult victim survivors, towards recovery from the trauma of family violence. You will draw on your professional practice skills to deliver evidence-based interventions that are trauma-informed, client-centred, inclusive and strengths-based.

As the Specialist Family Violence Therapeutic Practitioner, you will deliver therapeutic services and contribute to activities such as program planning, implementation and evaluation, all of which will be led by the Therapeutic Lead. Your practice knowledge and therapeutic experience will play a key role in the continuous quality improvement of FVREE's therapeutic program and contribute to its success.

## Your responsibilities

<b>Evidence based client care and support</b>	<ul style="list-style-type: none"> <li>▪ Provide high quality counselling services and therapeutic groups for victim survivors within the context of a specialist family violence service, through our adult counselling stream</li> <li>▪ Comply with relevant professional standards and/or Codes of Ethics, e.g. AASW, and deliver services in accordance with FVREE policies and procedures.</li> <li>▪ In partnership with clients identify, assess, develop and implement effective counselling interventions which are person-centred, collaborative and consultative.</li> <li>▪ Provide holistic, evidence-based interventions with clients which reflect their needs while aiming to promote independence, resilience and enhanced quality of life.</li> <li>▪ Ensure counselling services are culturally sensitive and inclusive which align with FVREE's strategic plan.</li> </ul>
<b>Inter-organisational collaboration</b>	<ul style="list-style-type: none"> <li>▪ Participate in the planning, delivery and evaluation of pilot activities as required.</li> </ul>

	<ul style="list-style-type: none"> <li>Provide high quality case consultation and liaison with referrers where required.</li> <li>Provide appropriate internal and external referral to other services as required.</li> <li>Network with other service providers/stakeholders to support and advocate for and/or on behalf of clients.</li> </ul>
<b>Data reporting and privacy</b>	<ul style="list-style-type: none"> <li>Ensure client case notes/records and data collection requirements are recorded in relevant databases and adhere to organisational policy and procedures in respect of quality standards, privacy and confidentiality.</li> </ul>
<b>Team collaboration and learning</b>	<ul style="list-style-type: none"> <li>Participate in internal clinical supervision and reflective practice as per organisational requirements.</li> <li>Participate in the continuous quality improvement of systems and service delivery for the pilot counselling program.</li> </ul>
<b>Safeguarding children and young people</b>	<ul style="list-style-type: none"> <li>Promote and provide a welcoming and safe environment for any children and young people you interact with at work.</li> <li>Act as a positive role model and interact with children and young people in a safe way.</li> <li>Report any suspicions, concerns, breaches of policy, allegations or disclosures of alleged abuse by FVREE people or external individuals to your manager and the Safeguarding Officer.</li> </ul>

## To succeed in this job you will need the capability to

- Empower and engage others through curious enquiry and active listening.
- Self-reflect, learn and grow through feedback and self-insight.
- 'Walk the talk' on inclusion by valuing and celebrating diversity and actively identifying ways to break down barriers for people from marginalised groups.
- Engage with clients and provide high quality therapeutic services utilising a range of therapeutic approaches.
- Utilise your highly developed therapeutic skills to build trust, engage, advocate and deliver services to victim survivors and support them with building parenting confidence which may have been impacted by family violence.
- Work effectively autonomously and as part of a team.
- Use your deep understanding of relevant theoretical and practice frameworks relating to family violence, including intersectional feminism, trauma-informed practice and strengths-based practice, to deliver high quality counselling services to adults, using a range of therapeutic approaches.
- Effectively incorporate into your practice your knowledge and expertise in adult development, respectful relationships, attachment and trauma theories.
- Build trust and engage with clients, your peers and other stakeholders.
- Work effectively autonomously and as part of a team.
- Contribute to planning, implementation and evaluation of programs.

## You'll need these qualifications and/or experience

- Tertiary qualifications in Counselling, Psychology, Psychotherapy and/or Creative Therapies or equivalent and eligibility for membership of the relevant professional body.

- Demonstrated experience and skills in the delivery of therapeutic programs to both adults, children and young people.
- Knowledge and experience in safety planning, managing a caseload and client advocacy.

## It would be desirable to have

- Knowledge of the SHIP or IRIS Databases.
- Ability to be registered as an MBS provider.

## Core Capabilities

Everyone at FVREE needs these capabilities to succeed:

<b>Sector and Organisational Purpose &amp; Values</b>	<ul style="list-style-type: none"> <li>▪ 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.</li> </ul>
<b>Leadership and Teamwork</b>	<ul style="list-style-type: none"> <li>▪ 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.</li> </ul>
<b>Client Centricity</b>	<ul style="list-style-type: none"> <li>▪ The capability to put the client's interests at the centre of all decision making and having an understanding of their needs and challenges.</li> </ul>
<b>Personal and Professional Accountability</b>	<ul style="list-style-type: none"> <li>▪ 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.</li> </ul>
<b>Communication</b>	<ul style="list-style-type: none"> <li>▪ The capability to communicate clearly, actively listen to others, and respond with understanding and respect across all forms of communication.</li> </ul>
<b>Innovation and Change</b>	<ul style="list-style-type: none"> <li>▪ 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.</li> </ul>
<b>Problem Solving</b>	<ul style="list-style-type: none"> <li>▪ The capability to solve problems in an organisational context, demonstrating the skills required to think laterally and address emerging issues in a proactive manner.</li> </ul>
<b>Emotional Intelligence</b>	<ul style="list-style-type: none"> <li>▪ The capability to recognise and understand emotions in yourself and others and having the ability to regulate them and adapt behaviours accordingly to respond effectively. This includes the ability to support the</li> </ul>

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.