

Position Description

Practice Supervisor (Specialist Domestic & Family Violence)

Location:	Kedron, QLD	Reports To:	Program Manager
Award:	Social, Community, Home Care and Disability Services Industry Award, Level 6	PD Date:	February 2026

About us

Act for Kids is a prominent provider of prevention, professional therapy and support services for children who have suffered abuse and support for families at risk. With over 30 centres nationally, we have supported thousands of children and their families for more than 30 years. In 2024-2025 we provided services to 37,171 people, including over 21,780 children.

Our unique multidisciplinary teams provide integrated therapy, sexual abuse counselling, safe houses in remote Indigenous communities, information, advice and referral services, intensive family support and preschools designed for children with additional development needs to ensure we set them up for success at school.

About our commitment

- Our vision is that all kids have a safe and happy childhood.
- We are a child safe organisation and all children who come into contact with our services will be provided with a welcoming and safe service.
- We are committed to working with Aboriginal and Torres Strait Islander peoples to design and deliver services that best strengthen our support to their children, families and communities.
- We endeavour to provide a work environment that ensures the health, safety and wellbeing of all team members is embedded in our everyday work practices.

About our values

At Act for Kids our exceptional organisational culture is aligned to our values. You will be part of a **team** that is **professional, ethical, caring, courageous** and **collaborative** and we expect you to demonstrate these behaviours throughout your career with us.

About the program

Intensive Family Support (IFS) services combine a lead case management model with a collaborative coaching approach to assist vulnerable families to build their capacity to safely care for and protect their children. The purpose of IFS is to build practical skills, resilience and independence in families where referred concerns include parenting challenges, substance use, domestic and family violence (DFV), significant trauma history, or factors relating to disability or mental health. The IFS program takes a child-centred and family-focused approach to working with families, predominantly within their home environment.

About the position

The role is responsible for the line management and practice supervision of a multi-disciplinary team and sits within the IFS leadership structure. The position is required to provide specialist advice and recommendations to colleagues and clients regarding child protection and DFV matters. The position is responsible for maximising the domestic and family violence capability of the IFS program by developing knowledge and practice skills of team members and through partnerships with external DFV stakeholders. Depending on the structure of the broader IFS team, the position may also be required to hold a small number of families and deliver IFS case work interventions to them.

Key responsibilities – Practice Supervisor

- Line manage a small team of practitioners, including the provision of formal supervision, development and review of Individual Development Plans, and enact performance processes as necessary.
- Lead the professional practice of team members as part of the IFS leadership team.
- Regularly attend and participate in client case consultations and case plan reviews.
- Make decisions about risk and safety and ensure compliance with both internal and external reporting requirements.
- Depending on the structure of the broader IFS team, hold primary case management responsibilities, delivering interventions to families, caregivers, children and young people, addressing identified needs and child protection concerns (with a focus on domestic and family violence).
- Work collaboratively with other professionals and stakeholders utilising an ecological model, including the completion of external referrals (including referral and participation in local High Risk Teams).
- Facilitate social learning, community connectedness, good health and wellbeing in families.
- Promote the IFS role and functions to key partners agencies and the community by attending network meetings, stakeholder meetings or community engagement activities.
- Ensure team members maintain accurate client records and data in accordance with organisational expectations.
- Assist the Program Coordinator/Program Manager/Director to ensure service agreement key performance indicators are being met by individual practitioners and the broader team.
- Assist the Program Coordinator/Program Manager/Director to compile monthly and quarterly reports on the IFS program in compliance with service agreement and Act for Kids' requirements.
- Utilise information sharing provisions under the Child Protection Act 1999, documenting the use of these provisions on the relevant client database.

Key responsibilities – Specialist Domestic and Family Violence

- Support the intake process by screening incoming referrals for DFV history/risk.
- Complete assessments in conjunction with the lead practitioner at key points throughout a family's engagement with the IFS.
- Provide team members and enquirers with advice on safe engagement strategies for families affected by DFV.
- Participate in home visits where appropriate and provide short term case management intervention to families/clients during high risk periods.
- Mentor, coach and educate team members to develop their understanding and implementation of the Safe and Together practice framework.
- Working with the IFS leadership team to identify DFV practice gaps within the team and provide training to team members where requested.
- Utilise information sharing provisions under the Domestic and Family Violence Act 2012, documenting the use of these provisions on the relevant client database.
- Take primary responsibility to educate the team on changes to DFV legislation, policy or practice.

Key responsibilities – General

- Comply with all Act for Kids policies and procedures.
- Maintain confidentiality and privacy in all matters relating to team members, clients, and procedures.
- Fulfil other tasks that your manager/s may reasonably ask you to perform.
- Act as a client/customer focused, values based team member and work collaboratively with other staff to achieve strong results across all activities at Act for Kids.
- Ensure behaviour during all work interactions is aligned to our values of being *professional, ethical, team oriented, caring, courageous* and *collaborative*.

About you

Qualifications

- Tertiary degree in a relevant discipline (allied health, social work, human services).
- Professional registration (if required).
- Membership of a relevant professional association (desirable).

Skills and experience

- At least 5 years' experience providing case-management and/or therapeutic services to families, caregivers, young people and/or children within a child protection framework.
- At least 3 years working in a DFV capacity (generalist role, women's service, behaviour change programs, therapeutic interventions).
- Experience and knowledge of domestic and family violence issues including theory, dynamics and the impact on children and families.
- Willingness to incorporate the Safe and Together framework into your practice approach.
- Relevant experience supervising team members in similar role.
- Cultural awareness and an understanding of how to communicate and work effectively with families from different socio-economic and cultural backgrounds, including Aboriginal and Torres Strait Islander people.
- Ability to engage, empower and build strong working relationships with a diverse range of clients, stakeholders, partners and colleagues.
- Ability to lead and build a strong, cohesive team in alignment with Act for Kids' values.
- Ability to manage personal emotions and stress and to effectively deal with conflict in a calm and non-judgmental manner.
- Highly developed communication, problem solving and teamwork skills.
- Excellent time management and organisational skills.

Other requirements

- Eligibility for a positive Working with Children Check in the applicable state of employment in Australia or exemption based on professional qualifications and registration.
- Current driver's licence.
- Applicants must be eligible to legally work in Australia and proof of eligibility will be requested.