

Position Description

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| Title | Therapeutic Specialist – Family Violence |
| Business unit | Child, Youth & Families – Early Help and Entry Point |
| Location | 51 Princes Highway, Dandenong, Victoria 3175 and other locations as required |
| Employment type | Part time 30.4 hours per fortnight Maximum term contract to 30 Dec 2027 |
| Reports to | Team Leader Family Violence Therapeutic Services |

About Uniting

Uniting Vic.Tas is the community services organisation of the Uniting Church. We've been supporting people and families for over 100 years. We work alongside people of all ages in local communities in Victoria and Tasmania. Our services reach to Albury-Wodonga in the north, Mallacoota in East Gippsland, the Wimmera region in the west, and across Tasmania.

We empower children, young people and families to learn and thrive. We're there for people experiencing homelessness, drug and alcohol addiction or mental illness. We support people with disability to live the life they choose. We assist older people to maintain their independence and enjoy life. We provide opportunities to access training and meaningful employment. We're proud to welcome and support asylum seekers to our community. We work to empower people with the information, skills and tools they need to live a healthy, happy life.

As an organisation, we work in solidarity with Aboriginal and Torres Strait Islander people as Australia's First Peoples and as the traditional owners and custodians of this land.

We celebrate diversity and value the lived experience of people of every ethnicity, faith, age, disability, culture, language, gender identity, sex and sexual orientation. We welcome lesbian, gay, bisexual, transgender, gender diverse and non-binary, intersex, and queer (LGBTIQ+) people at our services. We pledge to provide inclusive and non-discriminatory services.

Our purpose: To inspire people, enliven communities and confront injustice

Our values: We are imaginative, respectful, compassionate and bold

1. Position purpose

This position is located within the Family Violence Therapeutic Service and is responsible for delivering short to medium therapeutic interventions [individual counselling and groupwork] to children and young people who have been affected by family violence, as well as consultation to local professionals who refer to the program.

Primarily based at Dandenong, the Therapeutic Specialist will also be required to travel to complete clinical tasks such as attending case conferences, and conducting home and school-based services.

2. Scope

Budget:

nil

Position Description

Therapeutic Specialist – Family Violence

People:

nil

3. Relationships

Internal

List key internal relationships that this position has primary and regular day to interaction with

- Team Leaders and Senior Program Management
- Uniting employees, volunteers and contractors
- Uniting Corporate, Support Services and Mission divisions

External

- Consumers and their families and/or advocates
 - Department of Families, Fairness and Housing (DFFH)
 - The Orange Door
 - Community Service Organisations and professional networks
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4. Key responsibility areas

Service delivery

- Contribute to the development and delivery of a high-quality therapeutic service for families who have experienced family violence.
- Carry a caseload of counselling clients [children and young people] within Southern Melbourne Area [City of Greater Dandenong, City of Casey, Cardinia Shire].
- Develop and facilitate evidence informed therapeutic group work to children and young people. This could include infant led therapeutic groups for mothers and infants who have experienced family violence and child-led creative arts therapy groups.
- Support and educate carers/parents to increase their understanding of the child/young persons' experience of family violence related trauma, with the aim being to increase the child/young person's social, emotional, behavioural and developmental functioning.
- Complete Multi Agency Risk Assessment and Management (MARAM) risk assessments and safety planning with all clients, ensuring assessments are kept up to date throughout their engagement in the program.
- Manage risk and safety collaboratively with clients and other services, utilising the Family Violence Information Sharing Scheme (FVISS) and the Child Information Scheme (CISS) accordingly as required.
- Collate data as required for funding bodies, internal accountability, evaluation and quality purposes.

Duties and Responsibilities

- Provision of counselling to children and young people.
- Development and provision of therapeutic groups for children & young people
- Facilitate and participate in a reflective learning environment within the organization
- Develop and maintain skills and ethical practice to a high level according to best contemporary practice
- Manage the development and delivery of specific portfolio projects
- Maintain data systems including timely collection, uploading and reporting
- Actively mentor students / interns and other staff, as required
- Maintain professional conduct and ethical practice in accordance with the Code of Ethics of relevant professional society and Uniting policies

Position Description

Therapeutic Specialist – Family Violence

- Other projects and duties, as required

Administration

- Contribute to developing related literature and documentation
- Collect and analyse data to support strategic direction
- Write high quality, accurate, timely and thorough documentation of client work
- Additional reporting as required for stakeholders such as for Department of Health and Human Services

Quality and risk

- Prepare reports, service documents and maintain accurate and up-to-date case notes
- Participate in regular supervision with supervisor
- Set priorities and manage time appropriately
- Comply with relevant Occupational Health and Safety standards
- Raise and report any concerns about Child Safety immediately
- At the direction of the program leadership, participate in the development and implementation of continuous improvement and risk mitigation strategies

Personal accountability

- Compliance with Uniting's values, code of conduct, policies and procedures and relevant government legislation and standards where relevant.
- Cooperate with strategies to actively ensure the safety, protection and well-being of children who come into association with us.
- Ensure appropriate use of resources.
- Work collaboratively with Uniting (Victoria Tasmania) employees and external stakeholders in accordance with Uniting's values and professional standards of behaviour.
- Actively participate in initiatives to maintain, build upon and promote a positive and collaborative workplace.
- Identify opportunities to integrate and work collaboratively across teams.
- Take reasonable care for your own health and safety, and health and safety of others (to the extent required).
- Promote a positive safety culture by contributing to health and safety consultation and communication.
- Promptly respond to and report health and safety hazards, incidents and near misses to line management
- Attend mandatory training sessions (i.e. equal employment opportunity, health, and safety) and mandatory training specific to position.
- Declare anything that you become aware of through the course of your engagement which may impede your suitability to work with children and/or young people.
- Declare any potential or actual conflict of interest that you become aware of through the course of your engagement:
 - Based on a relationship with a current member of Uniting's workforce
 - Based on my ongoing work with another organisation

5. Person specification

Qualifications

This position is classified as a specialist family violence response role and is required to meet the [Victorian Government's Mandatory Minimum Qualification Policy](#) by meeting **one** of the following:

- A degree in Social Work or a related family violence discipline at AQF Level 7 or above (e.g. bachelor's, graduate certificate, or master's degree); or

Position Description

Therapeutic Specialist – Family Violence

- A relevant diploma with work underway towards meeting the minimum qualification requirements; or
- At least 2 years of relevant professional experience, with work underway towards meeting the minimum qualification requirements; or
- Incumbents who have been employed in a specialist family violence role prior to July 2021.
- Current Victorian Driver's Licence

Experience

- Demonstrated understanding of the gendered nature of family violence, and relevant theoretical frameworks that underpin family violence practice
- Experience providing therapeutic counselling and groupwork to children, young people and adults affected by family violence
- Knowledge and understanding of therapeutic approaches and other trauma related practice frameworks in relation to working with children, young people and adults who have been affected by family violence
- Knowledge of Child Protection and appropriate interventions for children who have experienced abuse
- A clear understanding of the issues facing families, children and young people who have experienced trauma and/or attachment difficulties
- Shows awareness and understanding of child abuse and neglect
- Demonstrated knowledge of practices to engage and assure the cultural safety of clients from a diverse range of backgrounds, including those from an Aboriginal, Torres Strait Islander or Culturally and Linguistically Diverse (CALD) background, or the LGBTIQ+ community
- Working knowledge of the Multi-Agency Risk Assessment and Management (MARAM) framework
- Experience providing crisis therapeutic support and/or short-term therapeutic interventions.
- Demonstrated competence in providing psychological therapies and services to children, young people, parents and carers with diverse and/or complex needs.
- Demonstrated competence in applying relevant theoretical approaches in planning and implementing therapeutic interventions, formulations and assessments.
- Demonstrated competence in assessment of children, adults and families, including emotional, developmental, cognitive, and systemic considerations.
- Experience providing play therapy/art therapy/dyadic therapy/trauma therapy/sensory-motor therapy to children and young people- Desirable.
- Experience facilitating psycho-therapeutic groups – Desirable.

Core selection criteria

- **Values alignment:** ability to demonstrate and authentically promote Uniting's values.
- Demonstrated ability to provide safe environments for children and young people and protect them from abuse and neglect
- **Risk management:** demonstrated competence in assessing risk and responding appropriately
- **Organisational skills:** strong ability to multitask and prioritise work commitments, able to manage multiple priorities
- **Communication:** open, honest, articulate and flexible approach to communication – written and verbal, and ability to actively listen.
- **Administrative skills:** confident user of Microsoft office and Outlook, demonstrated competence in report writing and case file notes to a high standard.
- Interpersonal focus: strong interest in people and respect for others. The ability to suspend judgement.
- **Cooperative:** demonstrates team behaviours striving for co-operative and professional relationships.
- **Conscientious:** Responsible, dependable, organised and persistent.
- Open to experience: High level self-awareness, with the ability to recognise mistakes, as an opportunity for reflection, learning and development.

Position Description

Therapeutic Specialist – Family Violence

- **Professionalism:** professional, confident, focused and clear about purpose and able to set appropriate personal boundaries.
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6. We are a child safe organisation

Uniting is a child safe organisation and is committed in everyday practice to ensure the safety and wellbeing of all children, at all times. As a child safe organisation, employment with Uniting is subject to a satisfactory national (and international where relevant) police check and relevant Working With Children Check (and NDIS Worker Screening Check where relevant) to your State prior to commencement of any paid or unpaid work and/or participation in any service or undertaking.

This position description is subject to review and may change in accordance with Uniting's operational, service and consumer requirements.

7. Acknowledgement

I have read, understood, and accepted the above Position Description

Employee

Name:

Signature:

Date: