

Position Description

Position Title:	Family Practitioner - Family Violence Response	Position Grade:	SCHADS 5
Department/Division:	Queerspace	Position No.	
Reporting to:	Family Violence Manager Queerspace		
Position summary/purpose:			
<p>First Nations People, LGBTIQ+ people, people with disability, people of color, public housing residents or people with a lived experience are encouraged to apply.</p> <p>Drummond Street Services is committed to child safety and to creating and maintaining a child safe organisation in line with the Victorian Child Safe Standards. The safeguarding and wellbeing of children and young people is central to our work. We have zero tolerance for child abuse and are committed to acting in the best interests of children and young people. All staff are required to participate in a thorough recruitment and screening process, including holding a current Working with Children Check and completing a National Police Check.</p> <p>This role also practices under the MARAM framework and must align with relevant frameworks and guidelines, including FVISS/CISS, and Mandatory Minimum Qualification requirements.</p> <p>DS deliver early intervention case work, counselling and group support to individuals, families and communities, using a developmental and whole of family, life course approach. Our services are open to all children, young people, families and individuals but assertively engage those experiencing marginalisation and/or discrimination, including First Nations, public housing residents, people of colour, LGBTIQ+, people with disability, trauma survivors, women (including those justice involved) and children. We target risk and protective factors for wellbeing and provide interventions focused on individuals, children, young people and families across the spectrum of promotion, prevention – universal and selective, early intervention, treatment and recovery supports.</p> <p>The Family Practitioner -Family Violence Response, is based in the family violence (FV) programs in Queerspace. The role engages with and supports children, young people (including from pre-birth up to the age of 18 years) and their families, who are affected by FV. The role adopts an holistic response, addressing all relevant family risks and needs, including poverty, trauma, substance abuse, mental health and housing, and building safety and wellbeing for the family as a unit. At times, this may include extended family, children and a protective parent, or other kinship arrangements. The role works in collaboration with the other FV programs in Queerspace, as well as other relevant services across the organisation.</p>			

An additional aspect of this position is the coordination of family safety contact for our FV programs that work with people using harm and/or violence (PUV) in their relationships. This involves contacting and providing brief intervention for the victim survivors of those engaged with these programs including risk assessment, safety planning, information sharing, program and service collaboration, and referral.

Key Responsibilities

Supportive community, family relationship and child focused interventions

- Provide centre based and outreach support for children, young people and their families affected by FV that reduce risks and increases protective factors for a range of developmental, safety and wellbeing outcomes.
- Assertively engage with families and their children that are difficult to reach or engage through other community engagement or in collaboration within DS.
- Coordinate a family safety contact response for victim survivors of those engaged in our PUV programs, including offering a brief response that covers risk assessment, safety planning, information sharing, program and service collaboration, and referral.
- Manage a caseload of allocated families providing comprehensive, whole of family assessment of presenting needs, strengths, risk factors and risk alerts.
- Match service intensity and interventions to the complexity of the family's needs.
- Work with the family to identify goals and develop a whole of family action plan, ensuring that children's health, safety and wellbeing is central to the goals.
- Deliver a range of multidisciplinary interventions with the family.
- Continuously review the case through supervision and ensure that the action plan goals, dynamic risks and safety are reviewed.
- Communicate respectfully and honestly with families and demonstrate transparent practice in relation to welfare concerns.
- Ensure practice is aligned with relevant framework and legislation, such as MARAM, FVISS/CISS and the Best Interests Case Practice Framework.
- Facilitate coordination within the multiple agency service system and work collaboratively with other services, including Child Protection, other internal programs or external services when a child is believed to be in need of protection or providing a joint response between our service and Child Protection where there is an open case.
- Undertake comprehensive closure and exit planning with families to ensure that their goals have been achieved and additional supports are in place, as required.
- Complete all client records and other required documentation including case plans, client assessments, letters, etc. in accordance with DS policy.
- Develop and maintain knowledge of community resources and networks.
- Ensure adherence to professional practice standards and DS's policies and procedures including those relating to Practice.

Networking and Partnerships

- Represent the organisation positively with a range of external health, social services and other relevant providers for the purpose of making appropriate client referrals, providing conjoint support where required, and marketing and promoting the agency programs.
- Contribute to client related psycho-social and skills-based educational practice seminars, group intervention, staff or external sector training opportunities including on topics relating to family violence, parenting, children and young people's mental health, wellbeing and positive development.
- Work collaboratively with other services to identify and address services gaps and client needs.

Research and Evaluation

- Assist with the development and implementation of evaluation activities, continuous quality improvement activities and contribute to national evaluations and Minimum Data Sets as required by funding agreements.

General

- Participate in organization-wide team meetings, collaborative planning activities and quality assurance activities.
- Comply with the relevant WHS and Quality standards, in addition to supporting clinical governance.
- Participate in regular supervision and performance development.

Risk

- Actively identify, monitor and manage areas of key risk and lead appropriate escalation and response.
- Actively monitor and act to improve the quality and safety of client services.
- Commit to child safety and to creating and maintaining a child safe organisation in line with the Victorian Child Safe Standards.

OH&S

- Identify, report and record all safety hazards, incidents and injuries.
- Take reasonable care for the health and safety of others who may be affected by their acts or omissions and comply with the requirements of Victorian Occupational Health and Safety (OHS) Act 2004 and related DS OHS procedures and Safe Operating Procedures.

Quality Assurance & Improvement

- Be proactive, engaged in and committed to creating great experiences for each client.
- Be open to new ways of doing things and respond to challenges with innovative ideas and solutions.

Social Differences

- Role model, demonstrate and promote respect for and value social differences.
- Interact with drummond street clients, staff and other stakeholders in a manner that is inclusive, respectful and non-discriminatory.

Productivity

- Focus on people as well as productivity.
- Monitor productivity, identify and implement improvements as needed.

Infection Control

- Commit to all necessary infection control measures as directed, including:
 - Practice hand hygiene
 - Keep your working environment clean and hygienic including shared areas such as kitchens, bathrooms, meeting rooms etc.
 Wear personal protective equipment (PPE) as directed

Key Competencies/Skills		Experience Profile (incl Qualifications)
Competency	Technical/Functional	
<ul style="list-style-type: none"> • Organisational & Quality Focus • Results Driven & Client Orientated • Promotes productive work practices • Creative, flexible and solution focused • High level of self-awareness, professionalism and social justice values 	<ul style="list-style-type: none"> • Intentional, client focused delivery • Work within a public health model prevention and early intervention framework • Work within MARAM framework and relevant legislation such as FVISS/CISS • Family-aware and inclusive practice skills • High level written, oral and interpersonal skills • Information technology & communication skills 	<ul style="list-style-type: none"> • Tertiary qualification in Social Work or equivalent (as per FV Minimum Mandatory Qualifications requirements) and further training in relation to family work • A minimum of three years' experience in family violence/family services or related sectors • Demonstrated knowledge and application of a range of therapeutic approaches for individuals, relationships, families and specifically children and young people • Demonstrated experience with providing counselling and case work that supports marginalised individuals, children, young people and families with multiple and complex needs such as mental health, family violence and substance abuse issues. • Demonstrated high level written, oral and interpersonal communication skills and organisational skills including the ability to meet deadlines and prioritise work tasks

	<ul style="list-style-type: none"> • Interpersonal, Community & inter-agency relationships skills • Culturally aware competencies • Trauma informed knowledge & practice • A current Victorian driver's license is a requirement of this role 	<ul style="list-style-type: none"> • A genuine interest and commitment to working with First Nations People, LGBTIQ+ people, people with disability, people of color and public housing residents
<p>Position Dimensions</p>		<p>Decision Making Authority</p>
<p>FTE: 0.6FTE - 0.8FTE Operates within cross-disciplinary teams and the potential to travel across multiple service sites in the Melbourne metropolitan region.</p>		<ul style="list-style-type: none"> • Clear direction to case interventions in the context of assessment and case planning. • Responsible for the management of caseload, in consultation with their Manager.