

Position Description

Position Title:	Senior Family Violence Practitioner
Service/Program:	
Approved By:	General Manager Operations
Date Effective:	July 2021

Our Organisation

RAV is a secular, community-based, not-for-profit organisation with more than 75 years' service delivery experience. Our vision is for positive, respectful, safe and fulfilling relationships for all Australians. Our objective is to relieve suffering, distress and helplessness and to enhance physical, social and emotional wellbeing. Our services are for all members of the community, regardless of their religion, age, gender, sexual orientation, lifestyle choice, cultural background or economic circumstances. We provide services across metropolitan Melbourne and regional Victoria, through a network of centres, outreach locations and via telephone and telehealth.

Our Values

Inclusiveness, respect, integrity, transparency, accountability, effectiveness, innovation and compassion.

Position Purpose

The purpose of this position is to ensure RAV:-

- Delivers high quality clinical supervision across its Family Violence (FV) programs to safely work with individuals and families where family violence is identified.
- RAV's FV services are guided by our theory of change which emphasises the gendered nature of family violence, whilst recognising the compounding nature of co-occurring issues, like mental health and other psychological and structural factors. The role will be multifaceted, working across the full breadth of RAV's FV services.

This position is covered by the Relationships Australia Victoria Staff Enterprise Agreement (SEA), but otherwise, would be covered by the Social, Community, Home Care and Disability Services Industry Award 2010.

Position Specifications

Line manager	Centre Manager.
Manages	Nil.
Key external liaison	Specialist Family Violence and other support services, Child Protection, Police, Corrections Victoria, Courts, local FV networks.
<i>Note: Reporting arrangements may change from time to time to meet business requirements</i>	

Position Summary

The Senior Family Violence Practitioner is responsible for the delivery of high quality family violence support services and programs by delivering an integrative and coordinated practice response when engaged with individuals, including men who use violence, women and family members including children, that are affected by family violence. The role will offer high quality clinical supervision for all allocated family violence staff. Service delivery must be consistent with the *Family Safety Victoria Men's behaviour change minimum standards 2018*. The aim of this work is to reduce violence and enhance the safety of victim survivors experiencing or recovering from family violence, through the provision of timely and appropriate services directed at perpetrators attempting to address their violent behaviour.

The Senior Family Violence Practitioner will be able to work systemically, need to be guided by contemporary evidenced based theory and research and be able to choose interventions that are most likely to bring about sustained positive change. The Senior Family Violence Practitioner will also be adept at responding to a diverse range of issues such as working with individuals and families affected by trauma, violence, abuse and

mental health difficulties, parenting concerns, stress and anxiety, family law complexities, and issues affecting blended families.

Practitioners in RAV operate within a framework of:

- Valuing and measuring client outcomes, client satisfaction and, counselling effectiveness,
- Active responsibility for dealing with family violence within a risk assessment framework pertaining to the safety of women and children,
- Openness and accountability for one’s practice,
- A teamwork approach to service delivery with the necessity of providing support and expertise to team members to enhance each other’s practice and deal with the stresses that accompany the work.

Key Result Areas (KRAs)

Area	Tasks
Practice, supervision and service delivery quality assurance	<ul style="list-style-type: none"> • Ensure staff receive regular and structured clinical supervision, debriefing, support and feedback. • In conjunction with the Coordinator Family Violence and/or Centre Manager, monitor clinician training and professional development, to identify, support and assist with facilitating clinical and ongoing practice development and positively respond to contemporary and diverse client needs. • Ensure accurate and appropriate case records are maintained by all practitioners and that the required data collected is compliant with service standards and program accountabilities. • Provide ethical and professional FV services to individuals, and families to improve safety for all family members. This may include psycho-educational group work. • Provide guidance and support to staff working towards meeting the Recommendation 209 Mandatory Qualifications (Family Violence Practitioners and Case Managers). • Support and co-operate with RAV policy development and implementation; contributing to the development and review of policies.
Program development	<ul style="list-style-type: none"> • Undertake presentations and community education around Family Violence issues as required. • Establish effective working relationships with partner agencies providing services and support to women and children who have experienced family violence. • Support RAV to develop a stronger practice model for family violence referrals. • Work closely with the FV and Practice Quality and Evaluation (PQE) teams to ensure high quality program delivery.
Policies procedures and systems	<ul style="list-style-type: none"> • Comply with policies, procedures and systems as required. • Model the organisation’s values and contribute to the workplace culture. • Identify, communicate, report OHS related risks and hazards within the workplace.
Continuous improvement	<ul style="list-style-type: none"> • Demonstrate commitment to team / centre objectives and strategic priorities. • Identify, develop and support new initiatives, quality, continuous improvement activities to support organisational requirements.
Other	<ul style="list-style-type: none"> • This position description is not an exhaustive list of responsibilities. • Additional responsibilities not listed may be required; these may change from time to time to reflect the needs of our clients and the service but will remain at the same level of responsibility aligned to this position. • You are expected to perform different tasks which fit with your skills, abilities and knowledge, as may be necessary due to business, workplace, service changes.

Position descriptions are regularly reviewed to ensure they meet RAV’s needs. These may be changed by general or department managers, and/or the Chief Executive Officer at any time. Current position descriptions are accessible at any time on SharePoint.

Key Performance Indicators (KPIs)

- Provision of safe, effective and efficient services in line with funding and contractual arrangements and relevant sector standards
- Supervision is performed as required within the RAV Supervision Policy and Staff Enterprise Agreement (SEA).
- Clinical practice, performance or behaviour issues are raised with Centre Manager and proactively dealt with.
- Maintain concise, accurate and legible records, including assessments, intake notes, completed forms and reports as required.
- Undertake organisational processes to ensure that all administration and documentation requirements are initiated and completed in a professional and timely manner.
- Maintain accurate statistical data.
- Attend regular team meetings and other forums as required.
- Provide reports as required by the Centre Manager.
- Prompt reporting to Centre Manager of safety concerns, and any serious matters or critical incidents.
- Compliance with RAV policies and procedures, and associated funding requirements.

Key Selection Criteria (KSC)

Mandatory KSC:

- Appropriate tertiary qualification in psychology, social work, or a related social science discipline.
- Graduate diploma or graduate certificate qualification in men's family violence.
- 100 hours of experience facilitating men's behaviour change (MBC) groups.
- Completed recognised training in clinical supervision.
- Advanced understanding of relevant legislation and practice frameworks relating to family violence practice, including but not limited to the Family Violence Information Sharing Scheme (FVISS), Child Information Sharing Scheme (CISS) and the Family Violence Multi-Agency Risk Assessment and Management Framework (MARAM).
- A strong awareness of the life cycle stages in a family violence context, including social, historical, political, legal, cultural and organisational/systems impacts on victim survivors and perpetrators of family violence.
- Demonstrated understanding of intersectionality as it relates to diverse and marginalised populations and their experience of family violence.
- Experience in the provision of high-quality assessments of individuals and families, where family violence is an identified risk.
- An understanding of the gendered nature of family violence and the ability to articulate a practise framework including engagement and assessment.
- Demonstrated experience with a range of family violence and family intervention models.
- Excellent written and oral communication skills (including public speaking, presentations and facilitation skills).
- Demonstrated understanding of and commitment to the principles of equity, diversity, continuous improvement, risk management and occupational health and safety.
- Demonstrated ability to flexibly manage competing priorities and stressful situations, monitoring own stress levels and practicing and promoting self-care strategies.
- Demonstrated ability to establish and maintain positive and productive working arrangements and internal and external individuals, organisations and groups.
- Full driver's license.
- All employees will be required to undertake a National Police Check, International Police Check (if applicable), and have a current Working with Children Check throughout their employment.

Desirable KSC:

- Commitment to advocating for non-violence, and to living non-violently.

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- Knowledge of the Family Violence Protection ACT 2008 and the Family Violence Multi-Agency Risk Assessment and Management Framework (MARAM) and safety planning.
- Experience working in a role with culturally and linguistically diverse clients, stakeholders and staff (preferable)

We encourage applications from First Nations peoples, people from under-represented culturally and linguistically diverse backgrounds, people from lesbian, gay, bisexual, transgender, intersex, queer, asexual (LGBTIQA+) communities, and people living with disability.



We acknowledge the First Nations and Torres Strait Islander peoples as the Traditional Owners of the lands and waterways of Australia. We support Aboriginal people's right to self-determination and culturally safe services. We recognise the lifelong impacts of childhood trauma. We recognise those who had children taken away from them.