
	Position Title: Specialist Family Violence Practitioner (Communities for Children)	Team: Northern Specialist Family Violence Service (NSFVS)	
	Band: B	Salary: Stream 1, Level 6	Date: May 2026

OUR VISION AND PURPOSE	ROLE CONTEXT
<p>We believe children, young people and families should be safe, thriving and hopeful.</p> <p>Our Vision for 2026: Together we will courageously change lives and reimagine service systems.</p> <p>For over 140 years, Berry Street has adapted to a changing world, and we will continue to adapt to achieve our purpose.</p> <p>Berry Street will continue to be a strong and independent voice for the children, young people and families with whom we work. In collaboration with others, we will advocate for investment in early intervention and prevention services that enable families to be safe and stay together. We will use approaches that are culturally safe and informed by the best evidence available. We will measure and learn from the impact of our work, and we will continually contemporise our models of practice.</p> <p>We look forward to working with our staff, carers, partners, supporters and government, to ensure children, young people and their families can create the future they imagine for themselves.</p>	<p>The Northern Specialist Family Violence Service (NSFVS) is one of the lead providers for the integrated Family Violence service system in the Northern Metropolitan sub-region. The NSFVS provides support services to victim survivors of Family Violence and their children inclusive of cis gendered heterosexual women and, their children; this includes people from the Lesbian, Gay, Bisexual, Transgender, Intersex and Queer Community (LGBTIQ+) through a range of specialist Family Violence programs. The service aims to support Victim Survivors and their children to remain safely within their community and maintain a life free of violence while also addressing the emotional and practical needs and issues arising from the violence.</p> <p>Hume early Years Family Violence Project (HEYFVP).</p> <p>This position is funded through the Department of Social Service initiative Communities for Children (CfC) in the Hume LGA. This funding is managed through Uniting. This role is engaging with universal and early years' service providers in the Hume LGA to offer training workshops, secondary consults and increase the capacity of those services to identify and address the impact of Family Violence on victim survivors, infants, and children. The role will be supported by the expertise of the Berry Street NSFVS team.</p>

OUR VALUES	PRIMARY OBJECTIVES OF THE ROLE
<p>We expect all staff to apply these Values in all aspects of their work.</p> <p>Courage: to never give up, maintain hope and advocate for a ‘fair go’</p> <p>Integrity: to be true to our word</p> <p>Respect: to acknowledge each person’s culture, traditions, identity, rights, needs and aspirations</p> <p>Accountability: to constantly look at how we can improve, using knowledge and experience of what works, and ensure that all our resources and assets are used in the best possible way</p> <p>Working Together: to work with our clients, each other and our colleagues to share knowledge, ideas, resources and skills</p> <p>Berry Street is committed to being a child safe, child friendly and child empowering organisation. In everything we do we seek to protect children.</p>	<p>The primary objectives and responsibilities of the role include:</p> <ul style="list-style-type: none"> • Engage with key service providers in the Hume LGA with a focus on services who provide a response to the local Early Years population. • Provide Family Violence training and resources to meet the identified needs of these programs in relation to the impact of Family Violence on infants and children 0-12. • Provide local site based secondary consults to professionals and will support the expedient referrals into family violence service sector where appropriate. Including completing risk assessments and safety planning with victim survivors inclusive of their children and collaborate with other agencies as required to ensure high quality, safe and effective responses to victim survivors. • Work collaboratively with existing Early Years activities, with an expectation of attending all network and meetings associated with this initiative. • In conjunction with the Team Leader, contribute to quarterly reports for funding bodies. <p>REPORTING RELATIONSHIPS</p> <p>This role is based at our Preston office in Berry Street’s Northern Region, Wurundjeri Country. Flexible working arrangements including hybrid arrangements can be implementing through mutual agreement between employee and their manager.</p> <p>This role reports to the Team Leader- Community Partnerships, or other person as delegated.</p> <p>This role requires outreach to outposts located across the Hume Region as directed by Team Leader – Community Partnerships.</p>
EXPECTATIONS	
<ul style="list-style-type: none"> • Conduct oneself in accordance with the Berry Street Code of Conduct, which is underpinned by the values of accountability, courage, integrity, respect and working together within the principles of continuous improvement. • Raise all health, safety, and wellbeing issues or concerns with managers, observe all safe work procedures and instructions, and take reasonable care for their own safety and for the safety of work colleagues by always operating in a safe and appropriate manner. • Participate in regular supervision, performance planning and review processes and probationary reviews. • Complete mandatory training within designated timeframes. • Berry Street is committed to service delivery that prioritises and celebrates diversity and inclusion in our staff and the children, young people and families we support. Every individual is treated with dignity and respect regardless of their cultural background, ability, ethnicity, gender identity, sexual orientation, spirituality, or religion. • Berry Street is committed to the cultural safety of Aboriginal and Torres Strait Islander children; children from culturally and/or linguistically diverse backgrounds; children with a disability; children who identify as LGBTIQ+. 	

KEY SELECTION CRITERIA: KNOWLEDGE, SKILLS AND ABILITIES REQUIRED TO FULFIL THE ROLE

- Excellent written skills and oral communication skills (including public speaking, presentations, and facilitation skills).
- Demonstrated ability to flexibly manage competing priorities and stressful situations whilst practicing and promoting self-care strategies.
- Demonstrate understanding of the effects of violence and trauma on victim survivors and their infant/children and an understanding of contemporary responses to these issues.
- Demonstrate experience in case work with victim survivors and children from high-risk groups who have experienced family violence.
- Demonstrated experience in providing secondary consultation to the non-specialist family violence workforce to build family violence response capability.
- Demonstrate experience and expertise in engaging with community-based projects, and professional to develop positive collaborative partnerships.
- Demonstrate understanding of developing and delivering training in accordance with a required project work plan.
- An understanding of relevant theories and practice frameworks that relate to family violence, including the gendered nature of family violence and its impact on victim survivors and their children.
- Knowledge of the Multi Agency Risk Assessment and Management Framework (MARAM) and the ability to navigate and advocate within various service systems utilising this framework.
- Demonstrates ability to be able to lead others in reflective and analysis complex family situations.
- Demonstrate commitment to working collaboratively with the capacity to negotiate and liaising with other agencies, government department and the community.
- Experience in facilitation of group work with adults and children. Capacity to support the broader community's team and opportunity to supervise student placements if desirable.

QUALIFICATIONS AND OTHER REQUIREMENTS

- A minimum Bachelor level qualification in Social Work or recent employment in the family violence sector or equivalency met through the 7 Equivalency Principles in line with the minimum mandatory qualification requirements. Please see <https://www.vic.gov.au/mandatory-minimum-qualifications-specialist-family-violence-practitioners> for further information.
- Staff members must hold a valid WWCC, current drivers licence at all times and undergo a Criminal Records Check prior to employment. Subsequently, staff must report any criminal charges or court appearances.

DESIRABLE

- Knowledge of the Multi Agency Risk Assessment (MARAM) Framework and the ability to navigate and advocate within various service systems.
- Familiarity with relevant legislation, including knowledge and an understanding of the Child, Youth and Families Act 2007, the Family Violence Protection Act 2008 and other relevant guidelines and regulations including Child Information and FV Information Sharing schemes.
- Experience in working in the early years sector
- Experience working in the Hume local government area
- Understanding of infant mental health framework

ABOUT THE NORTHERN SPECIALIST FAMILY VIOLENCE SERVICE

The Northern Specialist Family Violence Service (NSFVS) is one of the lead providers for the integrated family violence service system in the Northern Metropolitan sub-region. The NSFVS provides support services to victim survivors of family violence and their children inclusive of cis gendered heterosexual women and, their children; and people from the Lesbian, Gay, Bisexual, Transgender, Intersex and Queer Community (LGBTIQ+) and their children. NSFVS provides a range of specialist family violence programs.

The service aims to support victim survivors and their children to remain safely within their community and maintain a life free of violence while also addressing the emotional and practical needs and issues arising from the violence.

The NSFVS program is committed to leadership that is intersectional feminist; and trauma-and-violence informed leadership.

Underpinning the service provided by NSFVS is a commitment to work within an intersectional feminist framework that recognises that gender inequality and the privileging of heterosexual, cis gendered masculinity drives violence against heterosexual, cis gendered women and their children and against people from the LGBTIQ+ communities.

The service acknowledges the social pattern of inequality in which violence and abuse is perpetrated. The service acknowledges that family violence disproportionately impacts people who do not benefit from structural power. The service works from a framework that attempts to promote victim survivors' sense of self and encourage their agency (empowerment) while simultaneously working for social change to address the drivers and enablers of family violence. This service utilises a framework that incorporates an understanding of the multi factorial contributors to each individual's life experience and their experience of family violence. The service works from a framework that attempts to promote victim survivors' sense of self and encourage their own agency (empowerment). This framework incorporates an understanding of the multi factorial contributors to the experience of family violence by any individual.

This includes contextualising a person within their culture. In our work with First Nations people we understand that invasion and the resulting destruction of kinship networks, i.e. the targeted disruption to secure attachments through institutionalisation has resulted in significant transgenerational trauma which continues to impact on the Aboriginal community and influences the perception of the community towards services such as Berry Street.

In our work with First Nations peoples, we understand that colonisation invasion and the resulting destruction of kinship networks, i.e. the targeted disruption to secure attachments through institutionalisation has resulted in significant transgenerational trauma which continues to impact First Nations communities.

We resist colluding with oppressive systems and endeavour for the work with First Nations peoples to be informed by those communities and we commit to partnering with First Nations Communities and with Aboriginal Community Controlled Organisations (ACCO).

The service also acknowledges that people from Culturally and Linguistically Diverse (CALD) communities Migrant and Refugee communities bring experiences from their countries of origin and cultures (including political and religious status) and migration histories that require recognition.

This service acknowledges the power imbalance experienced by people with disabilities when they are dependent on others for their care. This imbalance increases the prevalence to all forms of violent and controlling behaviours.

The service recognises the negative impact of family violence on the development and well-being of children and adolescents.

The service operates within a collaborative and supportive team environment with a strong focus on partnerships with relevant external organisations.

KEY ACCOUNTABILITIES AND RESPONSIBILITIES

ACCOUNTABILITY	SPECIFIC RESPONSIBILITIES
Direct Service Delivery	<ul style="list-style-type: none"> • Provision of training workshops, over a 12 month period in Hume LGA, based on a need analysis consultation with these universal and early years providers. • Provision of resource material to assist and support early years services to increase their knowledge and understanding of the impact of family violence on victim survivor, infants, and children. • Provision of advocacy on behalf of victim survivors and their children to promote access to required services. • Provision of secondary consult to professional working within the early-years partnership, located in the Hume LGA. • To promote the understanding of the impact of family violence on victim survivors and children, including impact on parent-child relationship, with community partners in the Hume LGA who are involved in service provision to infants, and children 0-12. • Provision of specialist family violence response (intermediate and intensive) to victim survivors and their children with experiences of family violence living in the Hume LGA. • Support the delivery of a trauma and violence-informed playgroup for parents and their children (aged 0-4) in accordance with the Project Plan.
Community, Education & Program Development	<ul style="list-style-type: none"> • Support the implementation of all aspects of the Hume Early Years Family Violence Project Plan. • Establish effective working relationship with community partners and professionals in the Hume LGA who are involved in service provision to infants, and children 0-12. • Establish and maintain effective working relationship with partner and other agencies able to provide services and support to victim survivors and children who are experiencing high or elevated risk and complex responses to family violence. • Participate in local, regional and statewide meeting or networks to advocate regarding the barriers for victim survivors and their children who have experienced family violence in consultation with team leader – Community Partnerships • Represent the project on relevant committees, group and networks in consult with the team leader and program manager. • In conjunction with other team members undertake program promotion, presentations and training activities to other relevant groups and organisations. • Assist in the development and implementation of new projects or initiatives relevant to victim survivors of family violence and their children in consultation with team leader – Community Partnerships • Support and implement the monitoring and evaluation plan for the project. • Identify emerging themes, needs and opportunities through the partnership work that can be used to inform future funding submissions
Administration and Reporting	<ul style="list-style-type: none"> • Maintain concise, accurate, contemporaneous records, including case notes, completed forms and reports as required according to program guidelines. • Maintain accurate statistical data as required as required by Berry Street to report on project activities and outputs, including all aspects of the developed work plan for the project. • Maintain electronic equipment in a safe, secure place password protected as per confidentiality policy. • Maintain client files in accordance with Human Services Standards requirements and in line with Case Management Program Requirements, Family Safety Victoria.

	<ul style="list-style-type: none">• Maintain accurate statistical data as required by Berry Street and funding bodies.
Other	<ul style="list-style-type: none">• Attend regular team and organisational meetings and other forums as required.• Attend all Hume early years meeting.• Other reasonable and relevant duties as required.



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Young People, Families
& Their Future.

INHERENT REQUIREMENTS OF WORK ACTIVITIES / ENVIRONMENT

Following is a table that outlines the main physical and psychological requirements of the position.

Frequency Types:	Daily	Regular	Occasional	Not Applicable (N/A)
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Element	Key Activity	Frequency
Client Facing and Service Delivery	Work with clients who may have a physical, psychiatric or sensory disability.	Regular
	Interact with clients and members of the public who may display the full range of emotional expressions, including parents, partners, significant others, family members, advocates, doctors, police.	Daily
	Work with complex clients which may expose you either directly or vicariously to emotionally challenging concepts such as self-harm, trauma, illegal activity and/or violence.	Regular
	Drive vehicles with possible distractions from client behaviour, verbal or physical.	Regular
	Work in a client's home or their family home alone and/or with others.	Occasional
	Represent, advocate and cooperate with legal processes which may include attendance to court.	Occasional
	Liaise with government, non-government and community organisations.	Daily
	Facilitate access to specialist, generic and community services.	Daily
	Undertake training and professional development activities.	Regular
Work Environment	Manage demanding and changing workloads and competing priorities.	Daily
	Work in a team environment.	Daily
	Work in different geographic locations.	Regular
	Be exposed to all outdoor weather conditions.	Regular
	Work in unstructured environments (e.g. outreach).	Regular
	Work office hours with the possibility of extended hours.	Regular
	Work on-call after hours.	Regular
	Work in an open plan office.	Daily
	Work in buildings which may require the use of stairs or elevators.	Regular
	Sit at a computer or in meetings for extended periods.	Daily
	Sit at a computer or in meetings/meeting rooms via video conference facilities or in person for extended periods.	Daily

Administrative Tasks	Undertake administrative tasks which may include the following: computer work, filing, writing reports, case notes/plans and client records, participating in meetings, concentrating for long periods of time, managing resources and budget and researching and analysing information and data.	Daily
	Use technology including photocopier, telephones including mobiles, overhead projectors, televisions, videos, and electronic whiteboards.	Daily