

Position Description

Specialist Domestic and Family Violence Practitioner

Location:	Townsville	Reports To:	Practice Supervisor
Award:	Social, Community, Home Care and Disability Services Industry Award, Level 5	PD Date:	July 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 are dedicated to creating a culture where physical, psychological, and emotional safety is a priority and to actively embed strong health and safety practices in our everyday work.
- We are committed to diversity, equity and inclusion, creating a workplace where everyone belongs and delivering inclusive, culturally safe and affirming services.

About our values

At Act for Kids our exceptional organisational culture is aligned to our values, which guide how we work and interact. 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 Cultural Humility

Act for Kids is committed to truth-telling and walking alongside Aboriginal and Torres Strait Islander children, families and communities on a journey of healing, self-determination, and hope. We acknowledge our responsibility to lead with respect, authenticity and cultural humility, creating culturally affirming and safe workplaces. We are committed to the recruitment and retention of First Nations team members and provide opportunities for meaningful connection and cultural peer support.

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 required to provide specialist advice to team members and clients regarding the intersection between DFV and child protection. The position uses mentoring and education strategies to develop DFV knowledge and practice skills with the IFS team. The position participates in stakeholder meetings and maintains 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 cases and deliver IFS case work interventions to them.

Key responsibilities

- Support team members to screen for domestic and family violence, where required.
- Complete assessments in conjunction with the lead practitioner at key points throughout a family's engagement with IFS.
- Participate in client case consultations, making recommendations about risk and safety implications as a result of DFV.
- Provide team members and enquirers with advice on safe engagement strategies for families affected by DFV.
- Facilitate social learning, community connectedness, good health and wellbeing in families.
- Work collaboratively with other professionals and stakeholders to meet client-related outcomes and to raise the profile of Act for Kids in the sector.
- Participate in the internal organisational community of practice and external community of practice facilitated by the Queensland Centre for Domestic and Family Violence.
- Utilise information sharing provisions under the Domestic and Family Violence Act 2012, documenting the use of these provisions on the relevant client database.
- Support families through legal proceedings, including support at court, DVO applications and contraventions where required.
- Work alongside the IFS leadership team to identify DFV practice gaps, educate the team on DFV legislation, policy or practice and provide training when required.
- Develop and mentor team member understanding and implementation of the Safe and Together practice framework within a contemporary child protection context.
- Provide advice to team members of other Act for Kids programs if capacity allows.
- Participate in home visits where appropriate/requested and provide short-term case management intervention to families/clients during high-risk periods.
- 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 DFV).
- Ensure compliance with all Act for Kids policies and procedures.
- Strong commitment to child safety, including cultural safety, by prioritising the rights, safety and wellbeing of all children in alignment to national and state child safe principles and standards.
- Consistent awareness of child-safeguarding risks and applies established risk-management practices to identify, report and mitigate risks in accordance with organisational policies and legal requirements.
- Ensure compliance with Work Health and Safety legislation, organisational policies and procedures, take reasonable care for own health, safety and wellbeing and that of others, and report hazards, incidents, injuries as soon as practical.
- Actively participate in regular supervision and Individual Development Plan (IDP) process.
- 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 team members 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).
- Safe and Together accredited or a willingness to complete the required modules.
- Professional registration (if required).
- Membership of a relevant professional association (desirable).

Skills and experience

- At least five (5) years working with children and families, with at least 3 years in a domestic and family violence 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.
- Understanding of contemporary issues and challenges in the field of child protection and approaches to enhancing child safety and wellbeing; or experience in providing case-management and/or therapeutic services to families, caregivers, young people and children within a child protection framework.
- Relevant experience in mentoring team members on DFV matters and emerging experience or ability to develop ability to deliver training to develop practice knowledge or skills.
- 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 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.

Other information

Applicants are encouraged to apply even if they do not meet every requirement of the role. When assessing applications, the panel will consider performance and achievements in the context of individual circumstances.

We recognise that career paths are not always linear and that personal circumstances, career interruptions or periods of leave may have influenced work history. This means we will focus on the quality and impact of achievements, alongside experience and qualifications (where required), when assessing suitability for the role.

Act for Kids warmly encourages applications from Aboriginal and/or Torres Strait Islander peoples.