

Position Description

Position Title	Team Leader Counselling (Hume) & Family Violence
Position Number	P3008
Type of Employment	Full Time
EFT	1.0 EFT
Status	Ongoing
Division	Mental Health and Social Impact
Unit and Team	Mental Health and Wellbeing Counselling (Hume) & Family Violence
Enterprise Agreement and Classification	Community Health Centre (Stand Alone Services) Social and Community Service Employees Multi Enterprise Agreement 2022. Social & Community Services Employee Level 6
Reports To	Manager Mental Health & Wellbeing
Primary Location All staff are required to travel between sites	12-28 Macedon Street, Sunbury with travel to other sites as required

Omnia Community Health is a unified, not-for-profit community health organisation established through the merger of Sunbury and Cobaw Community Health and Nexus Primary Health on 1 January 2026. We are committed to enhancing access to safe, high-quality, and sustainable health and community services across the Hume, Macedon Ranges, Mitchell, Murrindindi and Strathbogie local government areas.

We bring together deep community connections, shared values, and specialist expertise to deliver a broad range of services, including general practice, allied health, disability support, mental health, early childhood and family services, aged care, and community wellbeing. Services are provided from sites in Broadford, Kinglake, Kyneton, Romsey, Seymour, Sunbury and Wallan, with outreach into surrounding communities.

Grounded in the social model of health, our multidisciplinary teams recognise the impact of social, economic, cultural and political factors on health and wellbeing. We work in partnership with individuals, families and communities to deliver person-centred, inclusive and culturally safe care.

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Scheduled Review: December 2026	Version No. 2.4

All employees contribute to our shared purpose by:

- Supporting community and individual health through health promotion, prevention, early intervention and place-based consultation
- Delivering care and services that reflect the diverse lived experiences of our clients, and
- Collaborating across teams to drive innovation, equity and continuous improvement.

Omnia Community Health is an equal opportunity employer and a health-promoting workplace, committed to building a diverse workforce and inclusive culture. We welcome applications from people of all cultural backgrounds, Aboriginal and Torres Strait Islander peoples, people with disabilities, those from the LGBTIQ+ community, and other underrepresented groups.

We are committed to the safety and wellbeing of children and vulnerable people and uphold a shared responsibility in the prevention of and response to family violence. All employees are required to meet relevant compliance and screening obligations as part of their employment.

Our Values



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Division, Unit and Team

The Counselling Hume and Family Violence team sits within the Mental Health and Wellbeing Unit in the Mental Health and Social Impact Division. This Division provides a range of services with a focus on communities who need our services most including women, children and families and people from diverse communities and of Aboriginal and Torres Strait Island backgrounds. Programs are funded through a range of sources including the government, non-government and community sectors and are informed directly by community through codesign and engagement with people with Lived and Living Experience.

The Mental Health and Wellbeing Unit provides a range of support and therapeutic counselling services to children, young people, adults and families in the Hume, Macedon Ranges, Mitchell Shires and surrounding areas. Services include generalist counselling and psychological services across the life span, youth and adult alcohol and other drug counselling, family violence support services including counselling and therapeutic supports for children and families, and work with men who use violence through the Men's Behaviour Change Program.

The Counselling (Hume) and Family Violence Programs at Omnia Community Health deliver inclusive, therapeutic support to adults, young people, children, and families across the Macedon Ranges and Hume/ Merribek catchments. Services include individual, group, and case-based counselling, as well as targeted interventions for those impacted by family violence, including women, children, and families, and specialist programs for men who use violence. Working within a social model of health, the programs partner with other Omnia services and external agencies to provide trauma-informed, accessible, and effective support that promotes safety, wellbeing, and recovery.

Position Overview

The Team Leader – Counselling (Hume) & Family Violence is responsible for leading day-to-day operations, staff supervision, and quality improvement across Omnia Community Health's counselling and family violence programs. The role contributes to a safe, high-performing and collaborative team, and supports integration, reform implementation and service alignment across Omnia CH. The position includes clinical leadership and a small client caseload.

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Duties and Responsibilities

People and Culture

- Provide effective supervision, coaching and support to staff and students
- Lead team meetings and support team building, development and planning
- Identify and respond to performance, wellbeing and safety issues
- Model Omnia CH values and foster a positive, accountable team culture
- Promote inclusive, client-centred and collaborative practice
- Engage in regular supervision and professional development

Operational Management

- Oversee day-to-day operations across counselling and family violence programs
- Monitor demand, referrals, allocation and caseloads
- Support staff with data collection, documentation and client record management
- Approve expenditure and contribute to budget development and review
- Participate in complex case assessments, risk reviews and client allocation
- Provide direct clinical services as required
- Support staff to develop skills in therapeutic services and family violence practice
- Build understanding of the family violence sector and advocate for client safety
- Build productive relationships with internal and external stakeholders
- Represent Omnia in sector partnerships and planning forums
- Promote integration of care and evidence-based practice
- Ensure health promotion and inclusion underpin service delivery

Team leaders possess specific knowledge in and work in an area of their profession requiring high levels of specialist knowledge. Team leaders provide managerial and clinical (where required) supervision for staff that can be across several different geographic locations or service types, budgets, human resources, health and safety within their team and quality assurance work including the development and design of policies and procedures.

- Ability to lead people throughout the employee lifecycle by engaging and supporting employee in performance management processes, facilitates regular supervision with employees and mentors new staff and students (if applicable)
- Modelling our values and promoting a positive workplace culture
- Fostering a culture of employee involvement, innovation, development, recognition and celebrating successes
- Program based management, including the responsibility for program based operational budgets, human resources, health and safety management of staff, (clinical or operational) and service outcomes in the program, provision of professional leadership and guidance of staff

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- Allocate (rostering) and control staff and resource to ensure activities of the work are carried out efficiently and effectively, and
- Team leaders are the first point of contact for external contractor or internal client or staff feedback.

Key Selection Criteria

Essential

- Demonstrated commitment to the principles of community health and the social model of health, including the ability to work in partnership with individuals, families and communities to address the social, cultural, economic and environmental factors that influence health and wellbeing.
- Demonstrated understanding of and commitment to delivering services that are person-centred, inclusive and responsive to the diverse needs, backgrounds and lived experiences of clients, including Aboriginal and Torres Strait Islander peoples, people with disabilities, LGBTIQ+ communities, and culturally and linguistically diverse populations.
- Proven ability to work effectively as part of a multidisciplinary team, contributing to a positive team culture, sharing knowledge and supporting collective approaches to client care, service planning or organisational development.
- Ability to lead integrated service responses across mental health, family violence, aged care and social support systems, and to work collaboratively with other providers, referrers and stakeholders.
- Demonstrated expertise in counselling and/or family violence practice.
- Knowledge of trauma-informed, gendered and evidence-based approaches.
- Demonstrated experience in providing secondary consultation to high-risk cases with strong risk assessment and client safety planning skills including for consumers who are using family violence.
- High-level written, verbal and interpersonal communication.
- Ability to manage program planning, quality improvement and reporting.

Desirable

- MARAM Comprehensive training completed

Qualifications and Registration

- Bachelor's degree in Social Work, Psychology or related field
- Registration or membership with a relevant professional body (AHPRA, AASW, APS, ACA, etc.)
- National Criminal History Check (NCHC)
- NDIS Worker Screening Check
- Most hold current National Criminal History Check, NDIS Worker Screening check and valid Working with Children Check
- Must hold current Victorian Driver's Licence.

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Acknowledgement

I hereby accept and agree to the duties in this Position Description. I understand that this Position Description is to be read in conjunction with my Contract of Employment and agree to abide by the terms and conditions stipulated therein.

Name	Please print
Signature	Incumbent
Date	