



Position Description

Family Services Practitioner – Home in Focus Program (Child & Young Person Practitioner)

Position	Family Services Practitioner – Home in Focus Program (Child and Young Person Practitioner)
Team	Family Services Team, Families & Community Program
Role Classification	SCHADS Level (Level 5)
MARAM Tier Level	Tier 1 Please refer to MARAM Responsibilities Guide for more information.
Employment Type	12 months fixed-term full time contract (Parental Leave cover)
Location	This role will provide a predominantly home-based service to clients. Office location(s) will be Frankston, Cheltenham, Hampton East or Dandenong (Bunurong Land). <i>From time to time the incumbent may be requested to work from other Family Life sites.</i>
Reports To	Team Leader – Family Services, Families & Community
Effective Date	July 2026

Overview of Program

The Family Services Practitioner – Home in Focus Program will manage a caseload of children and young people, applying a strength-based, trauma-informed, and child-focused intervention to support their safety and well-being. A key focus of this role is to promote healing from family violence, strengthen healthy family functioning, and foster secure attachments. This role will work strongly alongside each family's allocated Women's Practitioner and Men's Practitioner. Additionally, the Family Services Practitioner will support the repair of parent-child relationships affected by trauma, creating pathways for stability and connection within the family. The Family Services Practitioner's role is aimed at ensuring children are meeting their developmental milestones, and that their needs are being met through direct work with them and their parents.

The Home in Focus project will build on the historical work of Family Life's men's behaviour change programs (MBCPs) and Dads in Focus program and will primarily focus on reducing men's use of family violence against women and children.

Position Objective

The Family Services Practitioner role undertakes the Home in Focus therapeutic intervention via a modulated 20-week, manualised program. Whilst this position may be based at a variety of Family Life offices, it will primarily be facilitated within the home of the family, if it is safe to do so.

The role of the Family Services Practitioner is to elevate the child's voice, in order to assist parents to be responsive and attuned to their child(ren)'s developmental needs. This includes supporting children to understand their emotions and build positive and healthy attachments, with a focus on healing and repair after family violence.

The Family Services Practitioner provides intensive, innovative and holistic interventions to children for the Home in Focus program and aims to increase the safety of victim-survivors through the delivery of the work. Work will be undertaken both individually with the children, and at times with the whole of family in collaboration with the Women's Practitioner and Men's Practitioner. The Men's Practitioner will be undertaking therapeutic work directly with the father who has used violence within the home.

Key Responsibilities

The key responsibilities include but are not limited to:

- Providing intake, assessment, individual and whole of family therapeutic intervention and case coordination for children and young people within the Home in Focus Program.
- Work after school hours maybe required to ensure we can meet the needs of the children and young people.
- Providing person centred, trauma-informed interventions as per the Home in Focus manualised program for children and young people
- Working with families by applying a range of service modalities including but not limited to; intake and assessment, a care team approach, group work, outreach case management and developing strong working relationships with key agencies such as Child Protection, schools and Maternal and Child Health Services.

- Increasing capacity of parents to meet their child's health, safety and developmental needs, and to build self-resilience through linkages to community support, education, and training and employment opportunities.
- Promoting safety and stability through strong assessment, case plans and application of appropriate risk assessment frameworks.
- Conducting on-going risk assessments and developing safety plans to mitigate risk and ensure safety.
- Ensuring that the needs, risks and safety of women and children always take priority.
- Sharing risk relevant information as per MARAM responsibilities, to other services providers and key stakeholders.
- Delivering services to quality standards, complying with relevant legislation and contractual requirements.
- Maintaining professional documentation and administrative systems according to program, stakeholder, organisational and legislative requirements, including planning and documentation of group and education programs
- Ensuring data is captured in a timely manner on relevant databases and reflective of Family Life's data integrity standards.
- Attending and contributing to regular individual supervision and monthly reflective practice groups.

Key Selection Criteria

- Bachelor's degree in social work, Counselling, Psychology, or a relevant field.
- Demonstrated ability in stakeholder relationship management and person-centred service delivery.
- A demonstrated understanding of the impacts of family violence on children and young people and their partners and the need to prioritise their experience.
- Experience in the delivery of case management based on the 'Best Interest Principles' as defined under the Child Youth and Families Act 2005 and other relevant frameworks.
- Ability to work effectively with families experiencing a range of complexities including mental health issues, alcohol and other drug (AOD) misuse, family violence, adolescent family violence, sexual abuse and trauma.
- Experience working with infants, children, adolescents and their families using Strengths-Based, Trauma Informed, Systems Based, Family Inclusive, Feminist Framework and Community Based Approaches.
- Demonstrated ability undertaking assessments and intervention effectively with victim/survivors of family violence individually and who have experienced high levels of conflict.
- Working knowledge of universal, secondary, and tertiary service systems, including Child Protection.
- A strong comprehension of humanistic counselling modalities, psychodynamic personality theory and attachment theory is highly desirable.

- High level of verbal and written communication skills to conduct effective risk assessment, case noting and sound administration. In combination with this experience, the ability to utilise these within the organisation's computer-based software.
- Practitioners are required to deliver a full time equivalent case load of 1,314 hours (at a minimum) of service delivery to clients annually.
- Facilitate a minimum of one group per year, which may require work after-hours.
- Demonstrated high level proficiency with information technology including Microsoft Office suite, video conferencing platforms and client management systems.

The Family Life Way

Our six principles are at the heart of the work that we do at Family Life, they inspire us to achieve the best results for our clients and the communities we serve. The principles exemplify our commitment to support our people to produce quality services and outcomes.

Create Safety  • Safety for Clients and Peers • Respect, Empowerment & Well-being • Be Supportive • Be Kind	Celebrate Difference  • Welcome Diversity • Celebrate Difference Of Ideas • All Community Members are Welcome at Family Life • Share Knowledge and Experiences	Be Bold  • Fail Forward • Lead By Example • Ask Why? • Ask for Feedback and Self-Reflect
Be Real  • Be the Best Version of Yourself • Admit What You Don't Know • Have the Hard Conversations, Respectfully • Be Open and Honest	Dream Big  • Have Stickability - Persistence • Think differently, Innovatively • Be Adaptable • Plan and Prioritise	Embrace Everyone  • Many Voices, One Purpose - To Transform Lives for Stronger Communities • Collaboration • Partnerships • Be Inclusive and Encourage Participation

Additional Information

- Family Life is a youth and child safe organisation that values, respects, and listens to children and young people.
- All offers of employment are subject to a satisfactory Working with Children Check and Police Records Check.
- Family life operates across multiple sites; therefore, it is essential that all employees hold a current and valid Driver's Licence.
- Family Life offers generous salary packaging benefits.
- All offers of employment at Family Life are subject to a six-month probationary period.
- Family Life is committed to providing a safe, healthy and friendly working environment.
- Family Life prides itself on being flexible and family-friendly wherever possible for the mutual benefit of employees and the organisation.
- Family Life expects all employees and volunteers to understand and behave in accordance with our principles, purpose, values and code of conduct.