

Safe, Thriving & Connected Program - Clinical Practice Lead

Position title	Safe, Thriving & Connected Program - Clinical Practice Lead
Classification	Social, Community, Home Care and Disability Services Award 2010 - Level 7. Pay point dependent upon experience.
Salary range	Hourly rate \$64.71 to \$67.42. Salary and conditions of employment are as per Social, Community, Home Care and Disability Services Industry Award 2010 (SCHADS) and the Employee Bargaining Agreement (EBA). Copies of both the SCHADS Award and EBA are available at our office.
Conditions	Employee Bargaining Agreement. A mobile phone and laptop will be provided. Flexible Work Arrangements available. Ongoing contract.
Work location	Office based in Bendigo.
Team	Therapeutic.
Hours of work	Full-time 76 hours per fortnight, 1.0 FTE / Part-time - 68.4 hours per fortnight, 0.9 FTE. Some out-of-hours work may be required.
Direct reports	Senior Therapeutic Practitioner. STC Clinicians.
Accountability	Senior Manager Response and Recovery

Position Purpose

The Clinical Practice Lead reports directly to the Senior Manager Response and Recovery and is a member of the Therapeutic Services team at Centre for Non-Violence (CNV) and more broadly the Safe, Thriving and Connected Program (STC) team. STC is delivered by the Loddon Gender Equality and Violence Prevention Consortium (The Consortium).

This position is responsible for providing excellence in clinical leadership across the Safe, Thriving & Connected program in the DHHS Loddon Area.

This position is responsible for providing practice coordination and clinical governance to practitioners employed by The Consortium in the Safe, Thriving & Connected therapeutic programs who deliver therapeutic services to adults, children and youth that have experienced family violence. The position provides formal supervision to STC clinicians within CNV.

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Safe, Thriving & Connected has been developed and is delivered by The Consortium, who have a long history of working in partnership and are experienced service providers in the delivery of integrated and coordinated specialist family violence services and system responses across the Loddon area.

The Consortium members are:

- Centre for Non-Violence (lead agency).
- Annie North Women's Refuge and Domestic Violence Service.
- Women's Health Loddon Mallee.
- Loddon Campaspe Centre Against Sexual Assault.
- Sunbury and Cobaw Community Health.

By partnering and sharing our specialist expertise and approaches, we:

- Increase regional access to a range of therapeutic modalities, services and support to all victim survivors of family violence.
- Work with clients across the continuum of intervention to identify and respond to their therapeutic needs and enable them to recover and thrive.
- Work with all victim survivors of family violence including clients from diverse groups.
- Build on capacity and expertise to enhance system responses which deliver strong therapeutic outcomes.
- Increase opportunities for victim survivor safety and keeping perpetrators in view.

Safe, Thriving & Connected provides a range of trauma informed and evidence based therapeutic programs and services to support recovery and healing. Interventions and services are accessible across the Loddon area and embedded within the broader service system responses. We have built on existing entry points and referral pathways and provide a framework for assessing risk and safety, therapeutic readiness, case management and transition to community supports that sustain healing and recovery.

Key Relationships

INTERNAL

- Senior Therapeutic Practitioner
- STC Clinicians
- Leadership at CNV
- Staff at CNV

EXTERNAL

- Sector organisations and stakeholders
- DFFH, FSV & other Government departments
- The Loddon Gender Equality and Violence Prevention Consortium

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Key Accountabilities

Key Result Area	Performance expectations
Clinical Responsibilities and Leadership	• Lead, mentor, and develop practice by building capability amongst clinicians through the provision of clinical supervision. Support them to engage effectively with those accessing services, and ensure practitioners are up to date with current evidence-based practice. • Model and support integrated, anti-oppressive, feminist, trauma informed family violence therapeutic practice • Oversee clinical service delivery, programs, and staff, within the clinical governance framework. • Provide culturally safe, inclusive, and responsive specialist family violence therapeutic practice. • Provide expert advice and secondary consultation to other professionals and organisations in relation to therapeutic services and response to family violence. • Coordinate therapeutic decision making including planning therapeutic interventions, managing waitlists and allocations, and referral into appropriate programs and support within the Loddon Area and the model. • Lead the Community of Practice in collaboration with the Senior Therapeutic Practitioner in the development of therapeutic practice and contribute knowledge toward best practice and innovation in the area of family violence. • Provide advice and expertise on counselling for cases of a more complex nature including children, young people and adults who have experienced family violence. • Offer guidance to clinicians regarding legal requirements, subpoenas, client records and preparing reports. • Uphold and enhance quality assurance frameworks and service delivery standards consistent with the program philosophy, aims and objectives.
Program Responsibilities	• Establish systems and procedures to guide clinical practice and track progress. • In conjunction with the Senior Practitioner, coordinate intake and assessment services to assess program eligibility for the suite of services and programs offered as part of the program.

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	• Model and foster a collaborative and respectful culture and working environment across the organisation through clinical leadership toward the pursuit of organisational and client outcomes. • Contribute to organisational supervision of clinicians including induction, training, service design and delivery and performance reviews. • Participate in continuous quality improvement, accreditation processes and support the development of innovation and best practice. • Participate in organisational meetings and other activities relevant to the work of the program
Data reporting, documentation, and file records	• Ensure file notes and other documentation meets the policies and procedures of the program. • Ensure data reporting is completed in accordance with program requirements.

Competencies

Management Accountability	Ability to lead skilfully within delegated responsibilities; encourage open discussion.
Behave with Integrity	Uphold and model the vision and values of CNV. Treat people fairly and with respect, ability to work within a feminist framework; models and promotes organisational values and adhere to the CNV's Code of Ethics.
Managerial courage	Ability to provide timely and constructive feedback to staff; make difficult decisions and address practice and performance issues.
Negotiating	Ability to negotiate skilfully in difficult situations with staff and the broader service system; to be both direct and diplomatic.
Resilience	Perseveres to achieve goals, copes effectively, remains calm and in control when under pressure.
Decisiveness	Uses available information and exercises good judgement to make sound, timely and well-informed decisions.
Managing and Measuring Work	Ability to clearly assign responsibility for tasks and decisions; set clear objectives and performance requirements; monitor process, progress and outcomes; and design feedback loops into supervision.
Teamwork	Attend and participates in team meetings, agency activities, program development, planning days, working groups, team building activities and supervision. Work well with others in the pursuit of team goals, share information, support others, show consideration, concern, and respect.

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Problem Solving	Capable of discussing and resolving specialist problems. Ability to develop options and resolution to problems.
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Leadership Capabilities

In line with the CNV Leadership the Clinical Practice Lead provides leadership in alignment with CNV's Leadership Program, ensuring a consistent, values-led approach across the organisation. The role actively supports the embedding of agreed leadership language, behaviours and practices into everyday ways of working, strengthening clarity, accountability and connection across teams. Through coaching, modelling and practical implementation, the role fosters a shared understanding of leadership expectations and supports leaders to apply these consistently in decision-making, people management and team development.

Key Selection Criteria

Mandatory:

1. Relevant tertiary qualifications in Social Work, Psychology, or a related discipline equivalent.
2. Relevant therapeutic post qualification experience, including specialist family violence therapeutic clinical experience.
3. Demonstrated experience in leading and managing individuals and teams in a community service and/or program delivery environment to ensure organisational accountabilities, standards, systems, and professional development.

Essential:

4. Highly developed knowledge and expertise regarding feminist therapeutic approaches and trauma informed work as it relates to family violence, for children, adults, individuals, and families.
5. Extensive experience in clinical supervision and consultation, short-medium term counselling and crisis intervention with individuals and families
6. Highly developed knowledge, skills, and experience in effectively developing, leading, and facilitating groups.
7. A comprehensive understanding of the structural factors and relevant theoretical perspectives relating to gendered violence and family violence including the complex issues and systems that intersect including the social, political, emotional, legal, medical, and economic contexts.

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8. Capacity building approaches that utilise collaboration, reflective practice, and strengths-based practice.

Desirable:

9. Highly developed communication and organisational skills, with the ability to prioritise competing demands.
10. Able to establish effective working relationships with partner agencies and key stakeholders providing services to women experiencing family violence and homelessness.
11. Experience in Statistical data collection, interpretation and proficient use of appropriate computer applications to support program reporting requirements.
12. At least 5 years' experience in both specialist family violence and therapeutic clinical experience.

Minimum mandatory qualifications requirements

As per the minimum mandatory qualification's requirements via <https://www.vic.gov.au/mandatory-minimum-qualifications-specialist-family-violence-practitioners> all candidates wishing to apply for this role must be able to demonstrate that they:

- Are considered EXEMPT under the policy.

OR

- Hold a Bachelor of Social Work or other equivalent qualification.

OR

- Have minimum 5 years relevant professional experience, OR a related qualification as per the mandatory minimum qualification requirements.

OR

- Hold significant cultural knowledge and experience or lived experience and have faced barriers to educational pathways.

Please note that candidates wishing to enter the specialist family violence workforce via a related qualification or 5 years related professional experience pathway, OR the significant cultural knowledge and experience or lived experience pathways will be required to work towards an equivalent qualification within specified timeframes (as per the mandatory minimum qualifications policy). If you believe these pathways may apply to you and would like more information, please don't hesitate to contact the CNV People and Culture team to discuss this further on (03) 5430 3000 or email vacancies@cnv.org.au.

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Application Process

To be considered for this role, you will need to provide a cover letter and current resume.

Applicants will be assessed against the Key Selection Criteria listed in the Position Description.

Find information about the Application Process on the Careers page of our website

<https://www.cnv.org.au/job-application-process>

Application close: 5pm Friday 18th September 2026

Note: We will review applications as they come in and may close the advertisement earlier.

CNV is an Equal Opportunity Employer; values diversity and encourages applications from Aboriginal and Torres Strait islander people, people living with disabilities and culturally and linguistically diverse backgrounds.

Further information regarding employee benefits, organisational overview and further job opportunities can be found on the Careers page of our website www.cnv.org.au

Any enquiries can be directed to the People and Culture team on 03 5430 3000 or by email vacancies@cnv.org.au

Other Requirements

Requirements	Performance expectations
Mandatory prior to commencement	• All offers of employment are subject to satisfactory background checks including a National Police Check (including an international police check if resided continuously in an overseas country for 12 months or more in the last 10 years). • A current Employee Working with Children Check (WWCC) card is required and must be provided prior to commencement of employment by the applicant. Currency will need to be maintained by the employee for the period of employment. • All employees are subject to child safety screening and assessment against child safety standards as part of our thorough recruitment process. • Applicants are required to provide a certified copy of relevant Qualifications. • Employees must hold a valid Australian driver's license to drive CNV fleet vehicles.

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Eligibility and the Right to Work and Live in Australia	To be considered for employment at the Centre for Non-Violence (CNV) you are required to have Australian citizenship or to be a permanent resident of Australia or have a valid visa that provides work rights. You can gain employment with CNV if you are: • An Australian citizen – a birth certificate, citizenship certificate or current passport is proof of eligibility. • A non-citizen with a valid visa that provides work rights – a current passport containing the visa is proof of eligibility. As the visa has an expiry date, non-citizens can only engage in casual, temporary or fixed term roles that do not extend beyond the expiry date. Documents that are a proof of Right to Work: • Australian Passport. • Full Australian Birth Certificate and a form of photo ID. • Australian Citizenship Certificate. • Certificate of evidence of resident status. • Valid visa with work rights.
Cultural and Child Safety Statement	• CNV is a child safe organisation. We are committed to the safety, participation, and empowerment of all children and young people that engage with our organisation, including but not limited to individuals who identify as Aboriginal and Torres Strait Islander, Culturally and/or linguistically diverse, Gender diverse and/or same sex attracted and People with a disability.
CNV Board Statement of Commitment	• We recognise and acknowledge Aboriginal and Torres Strait Islander peoples as the First Nations people of these lands and waterways. • We acknowledge Aboriginal and Torres Strait Islander peoples' sovereignty, and sacred connection to the lands and waterways and we celebrate their strong and enduring cultures, identities, and self-determination. • We are sorry for the endured trauma and torment of powerlessness inflicted on Aboriginal and Torres Strait Islander peoples as a result of the ongoing impact of colonisation, systemic discrimination, and white privilege. • We accept and acknowledge the invitation to walk with Aboriginal and Torres Strait Islander peoples, and strongly support the Uluru Statement from the Heart, constitutionally enshrined Voice to Parliament and the call for a Makarrata Commission to supervise agreement, treaty, and truth-telling about our history. • We uphold the unique human rights of Aboriginal and Torres Strait Islander peoples as outlined by the United Nations Declaration of the

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	Rights of Indigenous Peoples and seek a future where they have power of their voice, rights, destiny, and their children flourish.
Cultural Safety in the Workplace	• CNV recognises the important and unique contribution Aboriginal and Torres Strait Islander employees make by bringing their unique skills, knowledge, and experience to the workplace. They also contribute important insight into how CNV can provide for and engage with Indigenous clients and communities more effectively.
Commitment to CNV's vision and Philosophies	• Champion and act as an advocate for the highest standards of ethical and professional behaviour. • Strong commitment to CNV's vision, feminist values and principles including an understanding of the role and impact of gender and other inequalities in relation to family violence.
Our commitment to diversity and inclusion	CNV strives to be an inclusive, safe, and responsive organisation that promotes diversity and actively supports inclusion for people and communities identifying as, but not limited to: • Aboriginal and Torres Strait Islander. • LGBTIQ+. • People with disabilities. • People from diverse cultural and linguistic backgrounds. • People of all ages. • People with caring responsibilities. • People with diverse religious beliefs or affiliations. All CNV employees, contractors and volunteers are required to: • Take reasonable care to respect differences, to foster a workplace that is safe, healthy, positive, supportive, and free from all forms of harassment, bullying and discrimination. • Undertake all interactions with clients, families and co-workers in a culturally sensitive manner and take appropriate account of cultural and linguistic diversity. • Address any unacceptable behaviour witnessed or experienced within the workplace directly with the individual/s responsible, if safe to do so or report to a relevant Supervisor or Manager. • Participate in and contribute to training, events, and learning opportunities to celebrate differences, increase awareness and understanding of diversity and inclusion. • Raise concerns and/or complaints in a constructive manner, including identifying possible solutions.

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Occupational health & safety (OHS)	CNV is committed to ensuring the health and safety of its employees and any other individuals present in our workplaces. In achieving and maintaining workplace health and safety, CNV will apply best practice in OHS in accordance with statutory obligations at all times. All CNV employees, contractors and volunteers are required to: • Take reasonable care for their own health and safety and for that of others in the workplace by working in accordance with legislative requirements and CNV's OHS policies and procedures. • Take reasonable care their actions or omissions do not adversely affect the health and safety of themselves and others. • Cooperate with any reasonable directions, policies and procedures relating to health and safety in the workplace. • Report all injuries, illness or 'near misses' to their supervisor or manager. • Participate in relevant health and safety training based on roles and responsibilities. • As required, participate in the development and implementation of specific OHS hazard and risk management strategies. CNV strongly recommends (but does not mandate) that all employees maintain their COVID-19 vaccination status in accordance with ATAGI advice. In addition to the above, positions with supervision or management responsibility are required to ensure a safe and healthy work environment for all employees, clients, contractors, and visitors. This can be achieved by ensuring all people are aware of and have access to OHS policies, procedures, training, and reporting systems.
Risk Management	• Follow all CNV policies and procedures in relation to risk management. • Conduct risk assessments. • Demonstrate an understanding of, and a commitment to, CNV's Risk Management Framework. • Report all hazards and incidents of which they become aware. • Follow all CNV policies and procedures in relation to risk management. • Raise concerns and/or complaints in a constructive manner, including identifying possible solutions. • Educate and monitor staff knowledge and practice regarding Risk Management through the provision of induction/probation information, instruction, training, and supervision.

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	• Address any unacceptable behaviour witnessed or experienced within the workplace directly with the individual/s responsible, if safe to do so or report to a relevant Supervisor or Manager. • Champion and act as an advocate for the highest standards of ethical and professional behaviour.
Privacy	• CNV is governed by the Information Privacy Act 2000 and the Australian Privacy Principles (APPs) and is committed to protecting the information it collects, monitoring its use and maintaining its integrity. Therefore, any information collected will be solely for the primary purpose intended and will be destroyed when no longer required. • Ensure all Privacy and Data Security practices as outlined in policy are being maintained by staff through the provision of induction/probation information, instruction, training, and supervision.
Use of Confidential Information	Employees shall not use confidential information to gain advantage for themselves or for any person or body, nor shall they use this information improperly to cause harm to any person, body or CNV. Both during and after employment with CNV, employees must: • Not communicate confidential or private information to third parties. • Not make use of any information gained through employment at the Centre for Non-Violence Inc for any purpose other than the discharge of official duties. • Only access personal records, files, and information to facilitate direct work.

Position Description Changes

This Position Description is indicative of the initial expectation of the role and subject to change in line with requirements of CNV's goals and priorities, activities or focus of the job. The incumbent can expect to be allocated duties not specifically mentioned in this document, but within the capacity, qualifications and experience normally expected from persons occupying positions at this level.