

Position Description – Therapeutic FV Practitioner – FFFV/LFFV

Position Title:	Therapeutic Family Violence Practitioner – FFFV/LFFV	Position Grade:	SCHADS 5
Department/Division:	Family Violence Response Team		
Reporting to:	Senior Practitioner FV Response		
Position summary/purpose:	Drummond Street’s Family Violence Response (FVR) programs are based in Queerspace, and work with both victim survivors and people who have used violence (PUV). The Therapeutic Family Violence Practitioner Futures Free From Violence (FFFV) and Living Free From Violence (LFFV) works across two of these programs, delivering the content and therapeutic support across both community and prison contexts. Futures Free from Violence supports women, trans, and gender diverse people who have used force and/or violence in family and intimate partner relationships, offering opportunities to work towards change through group and individual support. Much of the work in this program is delivered virtually due to our statewide client based. Living Free from Violence delivers the same program in Dame Phyllis Frost Centre (DPFC), with additional one on one therapeutic support provided to individuals as required. The client cohort in this program is based at DPFC and the majority of support is delivered in person. The Therapeutic Family Violence Practitioner FFFV/LFFV will therefore provide group interventions, therapeutic case work and support, and other interventions as agreed within supervision and according to Drummond Street’s (DS) Queerspace and family violence practice approaches while meeting all program deliverables. The role may also be required to work across the other FVR programs at times and will work collaboratively with other DS and Queerspace programs in accordance with the DS integrated service response model. First Nations People, LGBTIQ+ people, people with disability, people of colour, public housing residents or people with a lived experience are encouraged to apply.		

Key Responsibilities

Service Delivery

- Provide individual and group interventions to clients including women, trans, and gender diverse people who have used force and/or violence in family and intimate partner relationships, offering opportunities to work towards change.
- Deliver therapeutic support and/or case management services according to DS's practice model, attending to client-centered processes and goals across a broad range of domains of well-being.
- Conduct assessments of risk and protective factors including comprehensive risk assessments as appropriate.
- Provide queer sensitive and affirmative therapeutic services to LGBTIQ+ clients and their families experiencing and/or enacting family or intimate partner violence, mental health issues, harmful AOD use, financial or housing insecurity
- Use your expertise and knowledge in working with clients to identify risk factors, the impact of the abuse, and their current needs and protective factors
- Help clients to identify and build increased safety within their family environments and relationships
- Assist clients in building social community supports and connections
- Input quality case records into relevant clients case management records systems (DS client data base, IRIS and SHIP)
- Engage in a reflective practice model of exploring practice questions, dilemmas, tensions and surprises alongside other practitioners
- Deliver case management services to DS clients and their families if required as part of the family violence response to clients and communities
- Deliver services according to the Drummond Street Services Practice Guide
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Community Development and Training

- Participate in professional development and training as identified in collaboration with line manager
- Participate in individual and group supervision as well as communities of practice
- Participate in annual performance reviews and professional development plans
- Represent the organisation positively with a range of external health, social services, and other relevant providers for the purpose of making appropriate client referrals, providing conjoint support where required, and promotion of agency programs
- Use community development approaches (social justice, equality, and mutual respect) to increase self-efficacy and empowerment of LGBTIQ+ communities
- Develop and deliver training to community members, partners, and the broader sector
- Work collaboratively with other services to identify and address services gaps and client needs

Accountability

- Comply with funded service standards, practice manual, contract guidelines, and local operating procedures
- Commit to child safety and to creating and maintaining a child safe organisation in line with the Victorian Child Safe Standards and collaborate with others to ensure or workplace and programs are culturally safe and affirmative for employees, children, and families
- Administrative duties, including managing client information, evaluation and research, and DS HR systems
- Ensure case notes and other client information is recorded according to service standards and practice
- Ensure reporting requirements for the program are undertaken

Research and Evaluation

- Assist with the design and implementation of research and evaluation activities, and assist with data collection, recording and analysis and report writing as required.
- Participate in annual program reviews and contribute to the design and delivery of this project.

Risk

- Actively identify, monitor and manage areas of key risk and lead appropriate escalation and response
- Actively monitor and act to improve the quality and safety of client services
- Ability to align practice with MARAM and FVISS/CISS frameworks and legislation

OH&S

- Identify, report and record all safety hazards, incidents and injuries
- Take reasonable care for the health and safety of others who may be affected by their acts or omissions and comply with the requirements of Victorian Occupational Health and Safety (OHS) Act 2004 and related DS OHS procedures and Safe Operating Procedures

Quality Assurance & Improvement

- Proactive, engaged in and committed to creating great experiences for each client
- Be open to new ways of doing things and respond to challenges with innovative ideas and solutions.

Social Differences

- Role models, demonstrates and promotes respect for and values social differences
- Interact with Drummond Street clients, staff and other stakeholders in a manner that is inclusive, respectful and non-discriminatory.

Productivity

- Focuses on people as well as productivity
- Monitor productivity, identify and implement improvements as needed

Infection Control

- Commit to all necessary infection control measures as directed, including:
 - Practice hand hygiene
 - Keep your working environment clean & hygienic including shared areas such as kitchens, bathrooms, meeting rooms etc.
 - Wear personal protective equipment (PPE) as directed

Key Competencies/Skills		Experience Profile (incl Qualifications)
Competency	Technical/Functional	
• Client centered, including culturally and LGBTIQ+ sensitive • Understanding of a gender informed approach to family violence • Promotes productive, competent work practices • Organisational & Quality Focus • Creative, flexible and solution focused under pressure • High level of self-awareness, professionalism • Strong alliance with social justice values • Strong communication skills	• Ability to work independently and as part of a team • Highly developed interpersonal, oral and written skills • Basic information technology skills • Experience in working in family violence case management • Family-aware and inclusive practice whilst holding risk and safety as paramount • Cultural and diversity humility • A current Australian driver's license or competency with public transport	• Qualifications in social work or equivalent • Demonstrated ability to provide case management interventions to clients using violence/experiencing violence with positive client outcomes • Previous experience of running groups/good understanding of group theories • Knowledge of and/or experience in working with LGBTIQ+ communities • Demonstrated understanding of the needs, issues and sensitivities of people from diverse backgrounds including Aboriginal, LGBTIQ+ and culturally and linguistically diverse people and communities • Demonstrated experience of working with families with complex needs such as family violence, drug and alcohol and mental health issue • Ability to align practice with MARAM and FVISS/CISS frameworks and legislation. • Demonstrated capacity to work within integrated, collaborative and systemic approaches • Demonstrated organisational skills including the ability to meet deadlines and prioritise work tasks

		• Demonstrated capacity to work creatively, show initiative, contribute ideas and be active in a supportive team environment in an agency working to support individual and family relationships • A strong personal/professional support network that promotes resilience
Position Dimensions		Decision Making Authority
No. Of FTE: Full time or part time This position will work 11am- 7pm one day per week, (may be subject to change) Customer base: This role works primarily with women and trans and gender diverse people who enact harm, but may be required to work within other FVR programs.		• Independent professional judgement in establishing a case management plan • Responsible for the management of caseload, in consultation with their supervisor