



POSITION DESCRIPTION

POSITION TITLE:	Specialist Family Violence Practitioner, LGBTIQ+ Use of Violence
PROGRAM:	Family Violence, Therapeutic Services
STATUS:	Part Time (22.8hrs per week – 0.6 FTE), Ongoing
REPORTING TO:	Program Manager, Family Violence
LOCATION:	200 Hoddle Street, Abbotsford VIC 3067
CLASSIFICATION:	Thorne Harbour Health Limited Enterprise Agreement 2026 - SCHCADS/SACS 5.1. Thorne Harbour Health pays above award rates.

1. ORGANISATIONAL ENVIRONMENT

Thorne Harbour Health (THH) is a community-controlled health organisation governed by our members and accountable to the *communities we serve*.

THH began as the Victorian AIDS Action Committee in July 1983 and for 40 years, the organisation has led the Victorian community's response to HIV and AIDS. Thorne Harbour Health is now responding to a broader range of issues and began operations in South Australia in 2015. Thorne Harbour Health aims to improve the health, social and emotional well-being of LGBTIQ+ communities and those living with or affected by HIV, with a particular emphasis on bringing the HIV and AIDS epidemic to an end.

Our Vision

A world where our communities are healthy and live safely, with dignity and wellbeing.

Our Mission

To deliver community-led and culturally appropriate health and wellbeing programs informed by and responsive to our communities, always advocating to reduce stigma and discrimination.

The Communities We Serve

When we talk about 'the communities we serve', language matters. We use words in ways that acknowledge and demonstrate respect for the way we describe our bodies, genders, and relationships. The terminology our communities use is complex and evolving, and identities can shift and change over the course of a person's life. We now use the LGBTIQ+ acronym as a collective term, but not all see it as inclusive enough. At Thorne Harbour Health, the communities we serve are made up of unique people with diverse backgrounds and experiences who identify as lesbian, gay, bisexual, people with innate variations of sex characteristics, trans and gender diverse, non-binary, intersex, queer, other sexualities, gender bodily diverse people, and all people living with HIV. HIV continues to be important to us because

it's where we began and will always be part of our communities' experience. While we remain committed to using and advocating for inclusive language and will endeavour to always describe people in the way they describe themselves, for the purpose of communication and accessibility of this strategic plan, we will use the term 'our communities' when referring to the diverse communities we serve.

2. PROGRAM CONTEXT, ROLE & FOCUS

Therapeutic Services Victoria provides therapeutic counselling and support services to individuals, couples, and families as well as group programs. We also develop and deliver training to community and other organisations. Our specialist services are for the LGBTIQ+ community and people living with or affected by HIV or Hepatitis C.

Thorne Harbour Health's services to the LGBTIQ+ community and people living with, or affected by, HIV recognise the importance of specialist responses led by the LGBTIQ+ community for the community, and that HIV related programs adhere to the principles of the meaningful involvement of people living with, or affected by, HIV (MIPA principles).

Thorne Harbour Health's Family Violence Services include case management and therapeutic counselling for victim-survivors of family and sexual violence, and intervention programs for LGBTIQ+ persons using violence (PUV). Thorne Harbour Health is a Flexible Support Package provider, provider limited financial brokerage support to people affected by family violence.

The Specialist Family Violence Practitioner will be based within Family Violence Services, providing case management support to clients impacted by family violence.

Responsibilities of the role include:

- Provide comprehensive and professional FV risk assessment for prospective Men's Behaviour Change Program participants and LGBTIQ+ people who have used violence.
- Provide case management responses to LGBTIQ+ adults using family violence (AUFV) to increase safety for victim-survivors.
- Practice with knowledge of and in compliance with the Family Violence Information Sharing Scheme and Child Information Sharing Scheme.
- Work within Thorne Harbour Health privacy policy and adhering to all Thorne Harbour Health policies and procedures, including professional codes of practice.
- Contribute to ongoing risk assessment and safety planning with family safety contact workers, supporting current partners, ex-partners or significant others, including children.
- Collect appropriate data, report against program deliverables and contribute to ongoing program evaluation and improvement.
- Maintaining accurate records of client case notes and contacts and ensuring data entry on the client data base is accurate, complete and meets legislative requirements.
- Establishing and maintaining collaborative and productive working relationships with peers, managers, stakeholders and agency partners
- Other duties as required by the Family Violence Services Program Manager

4. KEY SELECTION CRITERIA

Qualifications

- Relevant tertiary qualification in health or community services, such as social work, psychology, counselling or related disciplines.
- Meets the Minimum Qualification Requirements for Family Violence Workers set by Family Safety Victoria, including a Graduate Certificate in Client Assessment and Case Management (or higher)

and Facilitator or Principal Facilitator status in Men's Behaviour Change Program (MBCP) facilitation.

- Have completed comprehensive MARAM comprehensive risk assessment training.

Skills and experience

- Demonstrated experience and competence in the provision of family violence risk assessments, risk management, safety planning, intervention planning, case management and closure planning
- Demonstrated experience and competence in providing therapeutic interventions aimed at intervening in adult's use of family violence and / or demonstrated experience working within a Men's Behaviour Change Program and family violence services context.
- Experience in delivery and facilitation of Men's Behaviour Change group programs, comprehensive risk assessment and case management with people using family violence
- Highly developed oral and written communication skills, organisational and administrative and human services data reporting skills
- An interest and willingness to work with people from LGBTIQ communities and people living with HIV in a non-judgmental and respectful manner
- Capacity and willingness to contribute to a supportive and productive team environment

5. CONDITIONS OF EMPLOYMENT

- Salary is paid in accordance with the Thorne Harbour Health Limited Enterprise Agreement 2026. The classification for the position is SCHCADS Award/SACS Level 5.
- Salary packaging is available at Thorne Harbour Health. It is a legitimate method of restructuring existing salary into a combination of salary and expense payment benefits to provide a higher net remuneration for the employee.
- Employer's contribution to superannuation will also be paid.
- Conditions of employment are as stated in the Thorne Harbour Health Limited Enterprise Agreement 2026.
- The position is for 22.8 hours per week.
- Completion by Thorne Harbour Health of a satisfactory police check.
- Evidence of a valid Working with Children Check.
- A willingness and ability to work flexible hours is required, including some early morning, evening and weekend meetings and other work-related commitments.
- A Confidentiality Agreement must be signed.
- Thorne Harbour Health is an equal opportunity employer. All staff members are required to contribute to creating a non-discriminatory workplace.
- Thorne Harbour Health provides a non-smoking workplace.
- Membership of the appropriate union is strongly encouraged.
- Candidates must have full working rights in Australia and may be required to provide proof of this eligibility.

6. PROFESSIONAL SUPERVISION

Thorne Harbour Health has a commitment to ensuring that staff members receive high quality supervision on a regular basis. This role is required to attend this supervision.

7. WORKPLACE HEALTH & SAFETY

As an employee of Thorne Harbour Health, staff need to strive to ensure a safe and healthy workplace by complying with the provisions of Section 25 of the Occupational Health and Safety Act 2004 (Victoria) (Duties of Employees) or Section 28 of the *Work Health and Safety Act 2012* (South Australia) (Duties of Workers).

8. APPLICATION PROCESS

Written applications addressing the selection criteria and including a resume and the names and contact details of three professional referees should be sent to recruitment@thorneharbour.org

For further enquiries please contact Jesse Brown – Acting Program Manager, Family Violence on 03 9865 6700 or via email – jess.b@thorneharbour.org

Applications close on Thursday 24 September 2026

Important: it is essential that applicants specifically address the selection criteria. Where selection criteria have not been addressed, applications will not be considered.