

	Position Title: Family Violence and Disability Practice Leader	Team: Family Violence Service	  
	Band: C	Salary: Stream 1, Level 7	Date: July 2026

OUR VISION AND PURPOSE	ROLE CONTEXT
We believe children, young people and families should be safe, thriving and hopeful. Our Vision for 2026: Together we will courageously change lives and reimagine service systems. For over 140 years, Berry Street has adapted to a changing world, and we will continue to adapt to achieve our purpose. Berry Street will continue to be a strong and independent voice for the children, young people, and families with whom we work. In collaboration with others, we will advocate for investment in early intervention and prevention services that enable families to be safe and stay together. We will use approaches that are culturally safe and informed by the best evidence available. We will measure and learn from the impact of our work, and we will continually contemporise our models of practice. We look forward to working with our staff, carers, partners, supporters, and government, to ensure children, young people and their families can create the future they imagine for themselves.	The Family Violence Program at Berry Street Yooralla, is the lead provider for the integrated family violence service system in the Central Highlands sub-region. Providing support services to victim survivors of family violence and their children inclusive of cis gendered heterosexual women and, their children; and people from the Lesbian, Gay, Bisexual, Transgender, Intersex and Queer Community (LGBTIQ+) and their children. The Family Violence Program provides a range of specialist family violence programs. The service aims to support victim survivors and their children to remain safely within their community and maintain a life free of violence while also addressing the emotional and practical needs and issues arising from the violence. Berry Street is deeply committed to reconciliation, and we recognise the impacts of colonization on Aboriginal people's experiences of family violence. Our services are inclusive of all people regardless of their sex, gender identity and sexual orientation. We also recognize the disproportionate impact of family violence on people with disabilities, those from culturally and linguistically diverse communities, the LGBTIQA+ community and, seek to tailor our support to client's individual needs. The 2016 Royal Commission into Family Violence identified that the family violence and sexual assault workforces need more support to work effectively and appropriately with people with disabilities and ensure people are supported to access the right services and supports. This was echoed and expanded on in the Voices Against Violence Report.
OUR VALUES	The Department of Families, Fairness and Housing currently fund the Family Violence and Disability Practice Leader (FVDPL) initiative to strengthen access to specialist family violence and sexual assault support for people with disabilities at risk of family violence and ensure that support is, inclusive of, and tailored, to the needs of people with disabilities. This includes practice leadership within specific service areas, a Statewide Disability Inclusion Advisor position within Safe and Equal and Family Violence and Disability Practice Leader Initiative program guidelines.
We expect all staff to apply these Values in all aspects of their work. Courage: to never give up, maintain hope and advocate for a 'fair go' Integrity: to be true to our word Respect: to acknowledge each person's culture, traditions, identity, rights, needs and aspirations Accountability: to constantly look at how we can improve, using knowledge and experience of what works, and ensure that all our resources and assets are used in the best possible way Working Together: to work with our clients, each other, and our colleagues to share knowledge, ideas, resources and skills.	

Berry Street is committed to being a child safe, child friendly and child empowering organisation. In everything we do we seek to protect children.	PRIMARY OBJECTIVES OF THE ROLE
	The primary objective of the Disability Family Violence Practice Development Advisor role is to support specialist family violence and sexual assault services; to better respond to people with disability and ensure they can access the services and supports they need to be safe and recover • Deliver expert advice, secondary consultation, and training to build the capacity of family violence and sexual assault services in the Central Highlands DFFH area, underpinned by the MARAM Framework and relevant sector standards. • Establish and maintain strategic relationships across family violence, sexual assault, and disability services—including The Orange Door and Aboriginal organisations—to improve referral pathways and culturally safe service responses. • Map and validate local referral pathways, identify systemic gaps and opportunities, and support the development of joint working approaches to improve service coordination and outcomes for people with disability. • Collaborate with the State-wide Disability Inclusion Advisor and participate in Communities of Practice to support consistent, high-quality practice guidance and sector development across Victoria. • Collect and report data on practice interventions, capacity-building activities, and systemic barriers to inform continuous improvement and contribute to state-wide reporting and evaluation. • Advocate for disability-inclusive practices within family violence and sexual assault services, including improving NDIS literacy and supporting service providers to better respond to the needs of people with disability.
	REPORTING RELATIONSHIPS
	This role is based at our Mt Helen Office, Ballarat in Berry Street’s Western Region, Wadawurrung Country. However, whilst their primarily Berry Street location is the Mount Helen office, the Disability Family Violence Practice Development Advisor role engages in co-location with other services. The full catchment area this role covers is the Central Highlands Area and Wimmera Southwest Area. This role reports to Senior Manager, Integrated Responses and Community Partnerships - Family Violence Services, who will provide supervision and review.

EXPECTATIONS

- Conduct oneself in accordance with the Berry Street Code of Conduct, which is underpinned by the values of accountability, courage, integrity, respect and working together within the principles of continuous improvement.
- Raise all health, safety, and wellbeing issues or concerns with managers, observe all safe work procedures and instructions, and take reasonable care for their own safety and for the safety of work colleagues by always operating in a safe and appropriate manner.
- Participate in regular supervision, performance planning and review processes and probationary reviews.
- Complete mandatory training within designated timeframes.
- Berry Street is committed to service delivery that prioritises and celebrates diversity and inclusion in our staff and the children, young people and families we support. Every individual is treated with dignity and respect regardless of their cultural background, ability, ethnicity, gender identity, sexual orientation, spirituality, or religion.
- Berry Street is committed to the cultural safety of Aboriginal and Torres Strait Islander children; children from culturally and/or linguistically diverse backgrounds; children with a disability; children who identify as LGBTIQ+.

KEY SELECTION CRITERIA: KNOWLEDGE, SKILLS AND ABILITIES REQUIRED TO FULFIL THE ROLE

- Excellent written and oral communication skills (including public speaking, presentations and facilitation skills).
- Demonstrated ability to flexibly manage competing priorities and stressful situations, monitoring own stress levels and practicing and promoting self-care strategies.
- Minimum of three years' practice experience in providing services for victim survivors of family violence, including sexual assault.
- In depth understanding of the evidence on the prevalence, forms and settings of family and sexual violence experienced by people with disability, and the systemic barriers to identification, reporting and accessing support.
- In depth understanding of intersectionality and its application to family violence and sexual assault experienced by people with disability.
- In depth understanding of the social model of disability and demonstrated knowledge of disability rights and relevant legislation such as the Disability Discrimination Act, Equal Opportunity Act and the Convention on the Rights of Persons with Disabilities, the Victorian Disability Act 2006 and the National Disability Insurance Scheme Act 2013.
- The ability to articulate and apply a practice framework focused on engagement and assessment, including extensive knowledge and experience of MARAM, and Family Violence Information Sharing and Child Information Sharing Schemes.
- An understanding of NDIS, including eligibility, referral processes and operations, (such as plan reviews and appeals), and advocacy strategies to leverage support for family and sexual violence victim survivors.
- An understanding of community development practice, principles of community inclusion, participation and community planning strategies.
- Demonstrated project management skills, including project development, implementation, resource management and evaluation.
- Demonstrated ability to analyse and understand structural supports and barriers to change and to work effectively at an organisational level to improve practice and promote collaboration.
- Ability to work collaboratively, leverage existing networks and build productive relationships at an organisational and sector level to lead practice change

QUALIFICATIONS AND OTHER REQUIREMENTS	DESIRABLE
• A minimum Bachelor level qualification in Social Work or recent employment in the family violence sector or equivalency met through the 7 Equivalency Principles in line with the minimum mandatory qualification requirements. • Staff must hold a valid WWCC and undergo a Criminal Records Check prior to employment. Subsequently, staff must report any criminal charges or court appearances. • This role will involve travelling between various sites. While a valid driver's license would be advantageous, we welcome alternative arrangements that enable effective fulfillment of this role. Candidates are encouraged to outline how they can meet the mobility needs of the role, including any support or accommodations that may assist.	• Experience in providing tailored services to people with disabilities. • In-depth knowledge of the Victorian family violence and sexual assault service system and other relevant health and human services in Victoria. • Experience working in a multi-disciplinary context.

ABOUT THE FAMILY VIOLENCE SERVICES AT BERRY STREET YOORALLA

The Berry Street Yooralla Family Violence Services are the lead provider for the integrated family violence service system in the Central Highlands sub-region. Providing support services to victim survivors of family violence and their children inclusive of cis gendered heterosexual women and, their children; and people from the Lesbian, Gay, Bisexual, Transgender, Intersex and Queer Community (LGBTIQ+) and their children. Ensuring a range of specialist family violence programs.

The service aims to support victim survivors and their children to remain safely within their community and maintain a life free of violence while also addressing the emotional and practical needs and issues arising from the violence.

Underpinning the service provided by the Family Violence Programs is a commitment to work within an intersectional feminist framework that recognises that gender inequality and the privileging of heterosexual, cis gendered masculinity drives violence against heterosexual, cis gendered women, and their children and against people from the LGBTIQ+ communities.

The service acknowledges the social pattern of inequality in which violence and abuse is perpetrated. The service works from a framework that attempts to promote victim survivors' sense of self and encourage their own agency (empowerment). This framework incorporates an understanding of the multi factorial contributors to the experience of family violence by any individual.

This includes contextualising a person within their culture. In our work with Indigenous people, we understand that colonisation and the resulting destruction of kinship networks, i.e. the targeted disruption to secure attachments through institutionalisation has resulted in significant transgenerational trauma which continues to impact on the Aboriginal community and influences the perception of the community towards services such as Berry Street.

The service also acknowledges that people from Culturally and Linguistically Diverse (CALD) communities bring experiences from their countries of origin and cultures (including political and religious status) and migration histories that require recognition.

This service acknowledges the power imbalance experienced by people with disabilities when they are dependent on others for their care. This imbalance increases the prevalence to all forms of violent and controlling behaviours.

The service has an appreciation of the negative impact of family violence on the development and well-being of children and adolescents.

The service operates within a collaborative and supportive team environment with a strong focus on partnerships with relevant external organisations.

KEY ACCOUNTABILITIES AND RESPONSIBILITIES

ACCOUNTABILITY	SPECIFIC RESPONSIBILITIES
Professional Capacity and Capability	• Provide expert advice on best practice service provision at the intersection of family violence, sexual assault and disability. This includes the provision of secondary consultation, advocacy, training and resources to family violence and sexual assault services in the Central Highlands t DFFH area using an intersectional approach underpinned by the MARAM Framework, Safe and Equal Code of Practice: Principles and Standards for Specialist Family Violence Services for Victim-Survivors and The Standards of Practice Manual - CASA Forum. • Consolidate and disseminate best practice guidance and resources at a local level, including those developed through the State-wide Disability Inclusion Advisor role based at Safe and Equal. • Provide knowledge and support in relation to NDIS literacy including eligibility, referral processes and operations (such as plan reviews and appeals) and key contacts to family violence and sexual assault staff within the host agency and family violence and sexual assault services in the Central Highlands DFFH area. • Leverage existing networks and develop new relationships to identify opportunities to build the capacity of local disability service providers in response to family violence and sexual assault – for example, providing Local Area Coordinators and Planners with information about family violence and sexual assault services, secondary consultation, and professional development and training opportunities and events.
Agency-level Collaboration	• Identify existing networks and build relationships to strengthen referral pathways from and to family violence and sexual assault services, including The Orange Door, and disability service providers. • Contribute to the maintenance of existing networks and/or the establishment of new cross-sector networks. • Work with the nominated Aboriginal organisation, once determined, to support delivery of practice advice within an Aboriginal cultural safety framework and the Nargneit Birrang Framework Aboriginal Holistic Healing Framework.
System Coordination	• Identify and map local referral pathways between family violence, sexual assault, disability services and Disabled Persons Organisations (DPO) through tapping into state-wide and local subject matter expertise, available catchment planning and/or desk-top research. • Through consultation: validate pathways; identify key relationships, resources, programs, and joint working approaches; and highlight emerging trends, gaps, barriers and/or opportunities for service improvement. • Identify opportunities to strengthen existing pathways and protocols, and where appropriate, establish new pathways and protocols between agencies.
System Development	• Work with the State-wide Disability Inclusion Advisor to contribute to a state-wide approach to practice leadership and actively participate in the Family Violence and Disability Practice Community of Practice, the State-wide Disability Inclusion Community of Practice and other forums to further a coordinated approach to the program across local areas. • Contribute to the development and review of practice guidance for the family violence and sexual assault sector in line with key project priorities and timelines. • Maintain awareness of information sharing reforms (Family Violence Information Sharing Scheme and Child Information Sharing Scheme). • Work collaboratively with local Family Violence Regional Integration Principal Strategic Advisor, the Disability Family Violence Crisis Response Initiative Coordinator and other key stakeholders as identified by the State-wide Disability Inclusion Advisor.
Other	• Other duties as required

INHERENT REQUIREMENTS OF WORK ACTIVITIES / ENVIRONMENT

Following is a table that outlines the main physical and psychological requirements of the position.

Element	Key Activity	Frequency
Client Facing and Service Delivery	Work with clients who may have a physical, psychiatric or sensory disability.	Regular
	Interact with clients and members of the public who may display the full range of emotional expressions, including parents, partners, significant others, family members, advocates, doctors, police.	Daily
	Work with complex clients which may expose you either directly or vicariously to emotionally challenging concepts such as self-harm, trauma, illegal activity and/or violence.	Regular
	Drive vehicles with possible distractions from client behavior, verbal or physical.	Occasional
	Work in a client's home or their family home alone and/or with others.	Occasional
	Represent, advocate and cooperate with legal processes which may include attendance to court.	Occasional
Work Environment	Manage demanding and changing workloads and competing priorities.	Daily
	Work in different geographic locations.	Regular
	Be exposed to all outdoor weather conditions.	Regular
	Work via computer from home as required.	Daily
	Work office hours with the possibility of extended hours. Flexible arrangements by agreement.	Daily
	Work rostered hours with the possibility of overtime.	Occasional
	Work on-call after hours.	Occasional
	Work in an open plan office with no assigned desk.	Daily
	Work in buildings which may require the use of stairs or elevators.	Regular
	Sit at a computer or in meetings/meeting rooms via video conference facilities or in person for extended periods.	Regular
	Work in a client's home or their family home alone and/or with others.	Occasional
	Work in educational or community facilities.	Occasional
	Drive vehicles possibly over long distances and in all traffic and weather conditions.	Regular
	Undertake training and professional development activities both internal and external to the organisation.	Regular
Administrative Tasks	Undertake administrative tasks which may include the following: computer work, filing, data entry, writing reports, case notes/plans and client records. Manage resources and budgets. Research and analyse information and data.	Daily
	Use technology including computers, photocopiers, telephones including mobiles, fax, projectors, televisions, video conference facilities and electronic whiteboards.	Daily

