

	Position Title: Specialist Family Violence Hub Practitioner	Team: Western Family Violence Service	  
	Band: B	Salary: Stream 1, level 6	Date: March 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 Western Family Violence Service (WFVS) is the lead provider for the integrated family violence service system in the Central Highlands sub-region. The WFVS provides support services to victim survivors of family violence and their children inclusive of cis gendered heterosexual women and, their children; this includes people from the Lesbian, Gay, Bisexual, Transgender, Intersex and Queer Community (LGBTIQ+) through 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's Western Family Violence Service provides a Specialist Family Violence team within The Orange Door (Western Region) as an initiative resulting per Recommendations 37 and 38 of the Royal Commission into Family Violence. WFVS operates within a collaborative and supportive team environment with a strong focus on partnerships with relevant external organisations. PRIMARY OBJECTIVES OF THE ROLE The Specialist Family Violence Hub Practitioner plays a critical role in family violence risk assessment, safety planning and engagement of victim survivors and their children into any supports they need. This includes adopting an integrated approach to safety and child wellbeing. The referrals are a combination of police referred, victim survivors calling our service directly, or referrals from other services. The service can be provided by contacting victim survivors by phone, face to face at The Orange Door or conducting outreach appointments. There is expected to be a suite of training programs offered as part of the induction program by Family Safety Victoria including: • Integrated Practice Framework including child wellbeing and working with perpetrators. • Information Sharing Regime. • Hub site induction and worker health and safety.

OUR VALUES	REPORTING RELATIONSHIPS
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.	This role is based at The Orange Door, Central Ballarat in Berry Street’s Western Region, Wadawurrung Country. There will be an expectation that staff are available to provide services at the alternate access point at Bacchus Marsh and other outposts in Ararat and Daylesford or, other areas as they develop. This role reports to the Hub Team Leader – Specialist Family Violence who will provide supervision and review. They will also practice within an integrated team in which practice direction and oversight is provided by other specialist team and practice leaders, who may be employed by partnering agencies.

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 practising and promoting self-care strategies.
- Demonstrated experience in working with victim survivors and their children from diverse backgrounds who have experienced family violence.
- Demonstrated knowledge and high-level understanding of the gendered nature of family violence and the ability to articulate a feminist practice framework that incorporates trauma, attachment, David Mandel's Safe & Together and the Best Interest Case Practice frameworks.
- Demonstrated ability and experience in undertaking comprehensive risk and needs assessments within the Multi Agency Risk Assessment and Management (MARAM) framework. Including co-development of dynamic needs assessment, actions and safety planning and development within an integrated service model.
- Demonstrate a sound understanding of historical and contemporary issues that affect Aboriginal and Torres Strait Islander people in Australian society, as well as values and protocols, and demonstrated capacity to work in culturally informed and respectful manner.
- Demonstrated commitment to working collaboratively internally, with partners and stakeholders, and the community with the capacity to build relationships, negotiate and liaise at an individual case planning level.

qualifications

- A minimum Bachelor level qualification in Social Work, Psychology, Welfare or a related discipline, or recent employment in the family violence sector or equivalency met through the 7 Equivalency Principles in line with the minimum mandatory qualification requirements. Please see <https://www.vic.gov.au/mandatory-minimum-qualifications-specialist-family-violence-practitioners>
- Staff members must hold a valid WWCC, current drivers licence at all times and undergo a Criminal Records Check prior to employment. Subsequently, staff must report any criminal charges or court appearances.
- Positions working in unsupervised contact with young people in Out of Home care settings will be subject to Worker Carer Exclusion Scheme (WCES). Employees have a legal obligation to advise Berry Stret if they are under investigation or have been excluded prior to and during the course of their employment.

DESIRABLE

- An understanding of the Child, Youth and Families Act 2007 and the Family Violence Protection Act 2008.
- A comprehensive understanding of the Integrated Family Violence Service System.

ABOUT THE WESTERN FAMILY VIOLENCE SERVICE

The Western Family Violence Service (WFVS) is the lead provider for the integrated family violence service system in the Central Highlands sub-region. The WFVS provides support services to victim survivors of family violence and their children inclusive of cis gendered heterosexual women and, their children; this includes people from the Lesbian, Gay, Bisexual, Transgender, Intersex and Queer Community (LGBTIQ+) through 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 WFVS 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 vulnerability 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
Direct Service Delivery	• This position is based in Ballarat and is 100% on site. • Provision of timely telephone, face-to-face and/or online responses to victim survivors and their children who have experienced or are experiencing family violence and require information, support and or referral to appropriate services. • Work within a specialist discipline to deliver services and develop an understanding and capabilities to work safely across other areas of specialisation (with appropriate training and supervision). • Deliver screening and triage, assessment, crisis responses, service planning, targeted interventions, allocation and managing all family violence referrals for victim survivors and their children (including police referrals) to The Orange Door, consistent with the Integrated Practice Framework, Operational Guidelines, Service Specifications and relevant risk assessment tools and frameworks. • Playing an active role in keeping perpetrators of family violence in view and holding them accountable through gathering and sharing information with key agencies. • Identify, assess and prioritise risk and needs of victim survivors and their children, families and perpetrators, drawing on the expertise of different practitioners in a multi-disciplinary team. • Develop and review comprehensive safety plans with victim survivors and their children. • Provision of advocacy on behalf of victim survivors and their children to promote access to required services. • Actively respond to referrals from a range of community and statutory organisations, prioritising victim survivors assessed at high and escalating risk of family violence.
Administration	• Maintain concise, accurate records, including CSNet and Client Relationship Management (CRM) systems in The Orange Door. • Apply for brokerage on behalf of clients in accordance with Brokerage Guidelines for approval by the Integrated Practice Leader. • Handle client information in accordance with the Family Violence Information Sharing Scheme (FVISS), information security and privacy policies and requirements.
Program Development	• Effectively participate as part of a co-located, coordinated and collaborative multiagency team in The Orange Door. • Establish effective working relationship with partner agencies providing services and support to victim survivors and their children who have experienced family violence. • Contribute to the review, development and implementation of systems, policies and procedures to build and enhance The Orange Door service model.
Other	• Conduct oneself in accordance with Berry Street Covid Safe directions. • 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 behaviour, verbal or physical.	Regular
	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.	Daily
	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, projectors, televisions, video conference facilities and electronic whiteboards.	Daily