

Position Description

Position title	Specialist Family Violence Practitioner
Document ID	
Department/Program	Community Services
Classification	SCHADS Level 5
Position reports to	Team Leader, Family Violence

About McAuley

McAuley Community Services for Women's ([McAuley](#)) vision is a world that enables women and children to participate in society on their own terms - empowered to achieve their highest potential.

We start by providing accommodation and meeting immediate needs to support women and their children to be safe. We provide 24/7 refuge support, temporary accommodation, independent housing and supported community care.

Our integrated support model ensures woman and children receive the help they need when they need it. From their legal, financial, mental and physical health to social and community connection and longer-term security, we work to provide a complete and comprehensive response.

Family Violence - Women and children needing our support have experienced, or are at immediate risk of, serious harm: through physical and emotional violence, threats, sexual assault, and stalking. We work alongside them to plan their move towards a life free from violence.

McAuley House, Footscray and Ballarat, provide inhouse support to women who are homeless or at risk of homelessness, many of whom have also experienced family violence. The houses provide a place for rest, recovery and reconnection, as well as being a welcoming hub for women and children who have moved into the surrounding community.

We have a culture of innovation and are driven to provide the best solutions for meeting needs. And we advocate passionately for increased integration of services and improved support options for the people we work with.

Feminism, intersectionality, and **anti-oppressive** practices are imbedded within our client practice and our culture.

Our Values

- Community:** Women and children coming to McAuley feel that they belong and have the confidence to join other communities.
- Hospitality:** Everyone is met at McAuley as an equal and made to feel at home when they are there.
- Compassion:** McAuley will respect where women and children come from, and they will be heard and listened to with dignity.
- Justice:** Women and children have the right to live at home safely and free of fear.

In 2023 McAuley became part of MacKillop Family Services ([MacKillop](#)). MacKillop strives to ensure all families are supported to provide children with a safe and permanent home, and the best possible start to their lives.



Role purpose

The Specialist Family Violence Practitioner provides specialist family violence support and holistic case management to women and children escaping family violence within crisis, refuge and outreach settings.

Role Objectives

The Specialist Family Violence Practitioner will:

- Provide specialist family violence risk assessments and support within the MARAM framework.
- Provide holistic and Individualised support planning across a range of support areas including safety, independence, well-being, housing, social inclusion, and employment.
- Provide comprehensive housing and exit planning across a range of housing options, including supporting women to return to their home safely.
- Coordinate and work collaboratively with a range of services and stakeholders to support women and children reach their goals.
- Provide specialist secondary consultation regarding the support of women and children escaping family violence.
- Embed culturally responsive and safe practice when working with culturally and linguistically diverse (CALD) and Aboriginal women.

The overall aim is to support women and children to attain safety, longer-term housing and independence.

Role Accountabilities

Individualised Case Management:

- Manage a case load to provide holistic and individualised support planning across a range of support service areas including safety, independence, well-being, housing, social inclusion and employment.
- Provide regular outreach and pro-active engagement with women and children in short and longer-term accommodation to support a successful tenancy.
- Provide comprehensive housing and exit planning across a range of housing options, including supporting women to return to their home safely.
- Coordinate and work collaboratively with a range of services and stakeholders to support women and children reach their goals.
- Provide inclusive and client-led support.

Understanding of Family Violence and Homelessness:

- Provide specialist family violence risk assessments and support within the MARAM framework and in line with the Family Safety Victoria (FSV) Case Management program.
- Provide specialist secondary consultation regarding the support of women and children escaping family violence.
- Promote an understanding of power and gender as determinants of family violence and the impacts on children and young people. This includes prioritising the physical, emotional, and psychological needs of children.

Family Centred Practice:

- Provide child specific and family focused assessment and support planning including risk assessment and management planning.
- Ensure children are included in their own safety assessment and support planning where possible and build their understanding of keeping themselves safe.

Teamwork:

- Promote a strong team approach, ensuring a workplace culture of collaboration, encouragement, affirmation, and accountability.
- Participate in appropriate professional development opportunities.
- Attend regular staff meetings and networks which are deemed relevant to the position.
- Help identify ways that the team can continually improve their systems and processes.

Self-Management:

- Demonstrate a commitment to professional wellbeing and self-management to ensure they remain capable of undertaking their role and responsibilities.
- Recognise the potential impacts of vicarious trauma, compassion fatigue, and burnout, and engage in appropriate self-care, supervision, and support strategies.
- Maintain professional boundaries, exercise sound judgement, and demonstrate emotional intelligence in all workplace interactions.
- Foster a respectful, inclusive, and collaborative workplace culture that values diversity, equity, and the contributions of others.
- Maintain and enhance professional knowledge, skills, and practice capability through ongoing learning and reflective practice.

Key Selection Criteria

1. Tertiary qualification and experience in social work, or a related field in line with mandatory minimum qualifications for specialist family violence practitioners.
2. Commitment to McAuley values; Community, Hospitality, Compassion and Justice.
3. Demonstrated experience supporting women and children facing a range of complex challenges in relation to family violence, homelessness, health and mental health, drug and alcohol use, trauma, and marginalisation.
4. Demonstrated knowledge and experience providing holistic case management (engagement, assessment, support planning and coordination) across a range of support domains including safety, housing, health and wellbeing, justice, education and employment, and cultural and social inclusion.
5. The ability to apply a flexible, inclusive, non-judgmental, and empowering approach to practice and service delivery.
6. Strong communication and inter-personal skills including engagement and collaboration with a range of services and stakeholders, including contributing family violence assessment, knowledge and support as part of a broader care team.
7. Knowledge and understanding of Aboriginal cultures and values, combined with awareness of the contemporary challenges facing Aboriginal children, young people, and their families.
8. Understanding of the principles of feminism, intersectionality and anti-oppression as both practice and organisational culture foundations.
9. Understanding of critical issues relevant to responding to family violence including an understanding of the MARAM framework, Family Violence Protection ACT (2008), and Child Safe Standards.

Other information

All McAuley employees are required to:

- Comply with all organisational policies and procedures.
- Comply with all other relevant Commonwealth and State legislation.
- Understand and commitment to McAuley's operating framework, philosophy and values.
- Engage in performance discussions and reviews, demonstrating the ability to meet the expected standards of performance in relation to the requirements of the position.
- Observe and fulfil health and safety responsibilities as contained within the MacKillop 'WHS-P-001 Workplace Health and Safety (WHS) Responsibility Statements' document.
- Sign and abide by MacKillop's Code of Conduct.

This position is offered for a probationary period of 6 months. This position description will be updated from time to time for various reasons including to reflect the developing needs of the organisation and/or legislative changes in the sector.

Mandatory requirements:

- Right to work in Australia
- Valid and current Victorian Driver's licence
- Satisfactory criminal history check conducted by MacKillop Family Services
- Valid and current Working with Children's Check
- Valid and current NDIS Worker Check

McAuley has an EEO exemption to accept applications from women only for positions where the employee is required to work where there is direct contact with vulnerable women and their children

Approval

Approver's full name: Joceyln Bignold

Date: 08/09/26

Approvers Position: CEO

Incumbent's full name:

Incumbent's signature:

Date:

HR Approval