

July 2025

# Family Violence Victim Survivors Practice Leader, The Orange Door

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## What we do

wayss deliver funded services and programs for family violence and homelessness and are the largest provider of housing and in the Southeast Region including the local government areas of Greater Dandenong, Frankston, Casey and Cardinia.

We are committed to:



## Our values

We are:



## Why we exist

**Our purpose** is to provide safe housing and support options for the people in our community experiencing family violence, housing insecurity and homelessness.

**Our vision** is that people we support have a safe home and freedom from discrimination and violence.

### The role

The Orange Door delivers a fundamental change to the way we work with families, and children. The role of The Orange Door is to provide:

- a more visible contact point so that people know where to go for specialist support;
- help for people to identify family violence and child and family safety and wellbeing issues;
- advice based on contemporary risk assessment tools and guidance and best available information;
- specialist support and tailored advice for victims, families and children, young people and perpetrators;
- a strong focus on perpetrator accountability;
- connection and coordination of access to support;
- an approach across the spectrum of prevention, early intervention and response;
- a system-wide view of service capacity, client experience and outcomes.

The Orange Door brings together different workforces and specialist practices from a range of community organisations to provide an integrated response to families experiencing family violence; perpetrators of family violence and families in need of support with the care, development and well-being of infants, children and young people.

Reporting to wayss Senior Manager, Practice, Partnerships and The Orange Door, the Family Violence Victim Survivors Practice Leader is a leadership role within The Orange Door. The position works collaboratively with the Hub Manager, Practice Leaders and Team Leaders to ensure that high quality and client focused practice is delivered in The Orange Door.

The key responsibilities of the role include:

- Leading and supporting specialist family violence practice through:
  - facilitating decision making;
  - providing specialist secondary case consultation and advice for complex cases;
  - leading, mentoring and developing family violence case practice and decision making within the integrated teams;
  - modelling and supporting culturally safe, inclusive and responsive family violence practice.
- Working with Orange Door Practice Leaders, Team Leaders and hub Practitioners to identify and resolve clinical and practice issues as they arise.
- Establishing systems and procedures to improve service delivery to families including monitoring and tracing progress and outcomes.
- Providing expert practice leadership on engaging families, assessing risk and needs, and supporting interventions for families impacted by family violence and/or experiencing vulnerabilities due to other factors.

## POSITION DESCRIPTION

- Fostering the delivery of a trauma informed, evidence-based, culturally safe and inclusive service utilising an integrated practice approach.
- Providing practitioners with relevant information, building knowledge of theoretical frameworks and their relevance to practice as well as access to systems to support safe and effective practice approaches.
- Supporting practitioners to understand the tactics of coercion, power and control used by perpetrators of family violence and apply strategies to hold perpetrators accountable.
- Where appropriate, jointly manage a small caseload of complex and/or sensitive family violence cases.
- Prioritising and approving referrals to Risk Assessment and Management Panels (RAMP) and work collaboratively with the RAMP Coordinator to support multi-agency responses to people referred to RAMP.
- Prioritising and approving Central Information Point (CIP) requests.
- Ensuring the consistent implementation of MARAM, the Best Interests Case Practice Model, Client Relationship Management System (CRM), Integrated Practice Framework and relevant legislative frameworks.
- Providing expert knowledge and authoritative advice on risks, priorities, accountability, and practice matters to the Orange Door team, and where relevant the Hub Manager and/or relevant Hub governance groups.
- Managing relevant stakeholder relationships to ensure effective Orange Door operations.
- In partnership with other practice leaders, supporting clinical and practice professional development and training of practitioners by:
  - Undertaking analysis of clinical and professional development needs
  - Engaging in the Case File Audit process by critically reflecting on identified cases
  - Delivering results through problem solving
  - Coordinating professional development opportunities
  - Leading reflective practice for The Orange Door team
  - Fostering and facilitating practice innovation.

### About you

You will have:

- Appropriate tertiary qualifications in Social Work or a related discipline.
- Expert knowledge and experience working in specialist family violence services in a leadership capacity and of MARAM.
- The ability to apply systems thinking to drive cultural change that supports effective and collaborative working relationships in an integrated practice model.
- The ability to lead, advocate for and promote family violence best practice.
- A thorough understanding of the gendered nature of family violence, the drivers and causes of family violence.
- The ability to build and maintain positive relationships with people at all levels, promoting consensus and building trust through consistent actions, values and communication.
- Ability to self-reflect, take on board feedback and use opportunities of supervision to improve one's own practice and leadership.
- Demonstrated experience in developing interventions to reduce risk and vulnerabilities for families and their children.
- Drive, commitment and resilience. A motivated and positive approach to new challenges and implementation of service improvements. The ability to maintain best practice while working under challenging circumstances such as working with those exposed to significant trauma.

This role requires a current Driver's Licence and valid 'Employment' category - Working with Children Check Card. The candidate will need to have successfully completed wayss pre-employment screening and a police check.

## POSITION DESCRIPTION

### What is important to wayss must be important to you

- At wayss, we embrace a culture of diversity and inclusion within our workforce and approach to service delivery. We are responsive to the needs of Aboriginal and Torres Strait Islander people, people from LGBTIQ and culturally and linguistically diverse communities, people living with a disability and people of all ages. wayss is proud to be Rainbow Tick Accredited and welcomes everyone across the LGBTIQ community.
- We encourage people with lived experience to apply for roles at wayss.
- wayss is committed to being a child safe organisation. wayss has a zero tolerance of any abuse or maltreatment of children and young people. Every person who is part of the organisation must treat the rights, interests and safety of children and young people as paramount.
- wayss values the voices of our clients. We recognise that we deliver higher quality and safer services when we hear from people with lived experience. We are committed to providing opportunities for clients to participate and provide feedback on our service design and delivery.
- wayss aligns with the MARAM framework and ensures our services are effectively identifying, assessing and managing family violence risk.
- wayss is committed to the health, safety, and wellbeing of its staff. wayss and its staff must comply with a range of statutory requirements, including equal opportunity, occupational health and safety, privacy, and trade practice.



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[wayss.org.au](http://wayss.org.au)