



Position Title:	Specialist Family Violence Practitioner – People Who Use Violence
Division	Family Violence
Program:	Western Family Violence Service
Band:	A
Salary:	Stream 1, Level 6
Date:	October 2026

ROLE PURPOSE

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 is a provider and access point for integrated family violence services in the Central Highlands sub-region. The service provides a range of support services to families 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, who have experienced family violence. The service aims to assist people to remain safely within their community, maintain a life free of violence, and address the emotional and practical support needs arising from violence.

WFVS provides a range of specialist family violence programs, including specialist and high-risk case management, an afterhours crisis response service, afterhours group programs, refuge, and therapeutic services. In conjunction with other local stakeholders, Berry Street triage police referrals covering the Central Highlands Region, which includes Ararat, Ballarat, Golden Plains, Hepburn, Moorabool and the Pyrenees.

Historically, services have been focused on victim survivors and their children, but more recently, Berry Street has developed services for people who use violence and force. This role will be part of a team that offers case management, case support, and group programs for people who use violence or force.

PRIMARY OBJECTIVES

The primary objective of the role is to support people who use violence to be accountable for keeping their family and broader community safe, by:

- Coordinating, facilitating, and participating in group responses such as the Caring Dads Program and individual case management responses including A Place for Change.
- Conducting comprehensive, timely, and responsive risk assessments and case management to people who use violence or force.
- Assisting the prevention of further violence through information gathering and sharing, and the provision of educational support, case coordination and referrals for service.
- Promoting the safety of victim survivors by supporting people who use violence to attain and maintain alternative accommodation away from affected family members.
- Participating in case conferencing and consultation with and to other agencies who engage people who use violence and victim survivors in order to provide an integrated response to family violence through accountability and risk management mechanisms (i.e. Victoria Police, Courts Victoria, Child Protection, The Orange Door and Men's Behaviour Change Programs).
- Support clients to engage with programs designed to address their abusive behaviours by developing an understanding of their use of violence and adopting strategies to decrease violence and increase safety.

REPORTING RELATIONSHIPS

This role is based at our Mt Helen Office in Berry Street's Western Region, Wadawurrung Country.

This role reports to the Persons Using Violence Team Leader, who will provide supervision and review unless otherwise formally delegated.

EXPECTATIONS

- Conduct oneself in accordance with the Berry Street Yooralla 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.
- Promoting and protecting the human rights of people with disability, in accordance with the UN Convention on the Rights of Persons with Disabilities (CRPD) (2008).
- Working to ensure high-quality and safe supports and services for NDIS participants, meeting and exceeding the NDIS Practice Standards and Quality Indicators.
- Meeting obligations under all relevant Victorian and Commonwealth legislation.
- Participate in regular supervision, performance planning and review processes and probationary reviews.
- Complete mandatory training within designated timeframes.
- Berry Street Yooralla is committed to service delivery that prioritises and celebrates diversity and inclusion. Every individual is treated with dignity and respect regardless of their cultural background, ability, ethnicity, gender identity, sexual orientation, spirituality, or religion.
- Berry Street Yooralla 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+.
- Berry Street Yooralla is committed to being a child safe, child friendly and child empowering organisation. In everything we do we seek to protect children, in accordance with our legal obligations including MO 1359 and child safe standards.
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ROLE RESPONSIBILITIES	Specific responsibilities, duties and tasks
Operational Service Delivery	• Work directly with people who use violence to assist them to identify their own needs and strengths and, where appropriate, to function as an advocate for them. • Encourage participation in the development of a case plan aimed at encouraging service users to connect with wider community groups and activities. • Maintain adequate data file records and adhere to DFFH service standards. • Undertake case work as allocated. • Facilitate or support therapeutic group work when required, which may necessitate after hours work. • Provide information and support to clients re-establishing themselves in the community with particular regard to legal processes, financial and personal security, health outcomes, housing options, education, and childcare. • Facilitate relocating clients and their belongings when required.

	• Attend and contribute to staff team meetings, work as a member of a team and maintain a high standard of skill development. • Work outside business hours when required
Community, Stakeholder Engagement & Program Development	• Build and maintain collaborative relationships with DFFH, community partners and relevant stakeholders to support program delivery. • Ensure adherence to MARAM, FVISS/CISS, Child Safe Standards, Family Violence Capability Framework and organisational policies.
Other	• Required to participate to travel between sites depending on program and role requirements. • Other duties as required.

KEY SELECTION CRITERIA

- Strong communication skills (including public speaking, presentations, and facilitation skills) with the ability to convey information clearly and adapt style to suit different audiences.
- An understanding of the Safe and Together principles (and/or willingness to undertake in-house Safe and Together training) and a commitment to holding perpetrators accountable and in view.
- Demonstrated commitment to working collaboratively with other agencies, government departments and partnering with victim survivors.
- 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.
- A sound understanding of the gendered nature of family violence, and a commitment to social justice, intersectional feminism in practice, anti-oppressive frameworks and the promotion of inclusive safe practices.
- A range of assessment, intervention and case management skills, preferably informed by the MARAM framework and incorporating evidence informed procedures, such as the Safe & Together model.
- Demonstrable experience working with families impacted by family violence, and a willingness to work with people of any sex or gender identity who use violence or force.
- An understanding of the current theoretical, therapeutic, and legislative frameworks regarding family violence, the ability to integrate them into practice and commitment to maintaining currency in practice.
- Knowledge of Victoria's social and justice service system, as demonstrated by experience.
- Experience providing clinical supervision and review to other staff.

QUALIFICATIONS AND OTHER REQUIREMENTS

- 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. Please see <https://www.vic.gov.au/mandatory-minimum-qualifications-specialist-family-violence-practitioners> for further information.
- Knowledge of the Family Violence Protection Act 2008
- Comprehensive knowledge of the MARAM framework and the tools therein.
- Staff members must hold a valid WWCC, current drivers license at all times and undergo a Criminal Records Check prior to employment. Subsequently, staff must report any criminal charges or court appearances.

HIGHLY DESIRABLE

- Ability to speak a language in addition to English.
- Previous experience working with victim survivors of Family Violence.
- Competency in MARAM Family Violence Risk Assessment and safety-planning Desire to have experience in Specialist Family Violence Practitioner responses.

ABOUT THE FAMILY VIOLENCE SERVICE

Berry Street Yooralla's Family Violence Service provides specialist, integrated support to victim survivors of family violence and their children across Victoria. We support cisgender heterosexual women and their children, and LGBTIQ+ individuals and families, acknowledging the diverse identities, contexts and experiences of the people we serve.

Our practice is grounded in an intersectional feminist framework and aligned with the Family Violence Capability Framework and MARAM Framework. We recognise gender inequality as a key driver of family violence, while also acknowledging the broader social, cultural, structural and historical factors shaping how violence is experienced. This includes the ongoing impacts of colonisation for Aboriginal and Torres Strait Islander communities, the diverse experiences of culturally and linguistically diverse (CALD) communities, and the power imbalances faced by people with disability.

Berry Street Yooralla Family Violence Service operates across the Department of Fairness, Families and Housing Areas of Central Highlands, Hume Merri-Bek and North East Melbourne Area. Providing services across three Orange Door Sites, a variety of integrated victim-survivor response services as well as a People Using Violence program which operates only in Central Highlands area.

Across all service areas, we promote safety, empowerment, agency and self-determination, tailoring responses to each person's unique circumstances, identity and lived experience. We recognise the profound and distinct impacts of family violence on children and young people and embed child centred and trauma informed practice across all aspects of service delivery.

We operate within a collaborative and supportive team environment, working closely with internal partners, community organisations and statewide family violence coordination structures to deliver consistent, high quality and accessible support across Victoria.

INHERENT REQUIREMENTS OF WORK ACTIVITIES/ENVIRONMENT

The 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.	Occasional
	Drive vehicles with possible distractions from client behaviour, verbal or physical.	Occasional
	Work in a client's home or their family home alone and/or with others.	Not Applicable
	Represent, advocate, and cooperate with legal processes which may include attendance to court.	Regular
Work Environment	Manage demanding and changing workloads and competing priorities.	Regular

	Work in different geographic locations.	Occasional
	Be exposed to all outdoor weather conditions.	Occasional
	Work via computer from home as required.	Regular
	Work office hours with the possibility of extended hours. Flexible arrangements by agreement.	Regular
	Work rostered hours with the possibility of overtime.	Not Applicable
	Work on-call after hours.	Not Applicable
	Work in an open plan office with no assigned desk.	Regular
	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 educational or community facilities.	Occasional
	Drive vehicles possibly over long distances and in all traffic and weather conditions.	Occasional
	Undertake training and professional development activities both internal and external to the organisation.	Regular
	Conduct outreach to crisis accommodation.	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