



BARWON CENTRE AGAINST SEXUAL ASSAULT/MINERVA POSITION DESCRIPTION

Title	Family Violence Specialist Practitioner
Employment Type	Full Time/Part Time
Position Reports To	Formal line management and supervision by Barwon CASA/Minerva Day-to-day support and operational leadership by Hub Team Leader
Work Location	Barwon Support and Safety Hub Geelong
Date of review	January 2018

ABOUT BARWON CASA/MINERVA

Operating across the Barwon, West Melbourne and Wimmera areas of Victoria, Barwon CASA/Minerva offers a full suite of services for people impacted by sexual assault and women and children impacted by family violence. Our services include:

- 24-hour crisis care for victims of recent sexual assault and family violence, including advocacy and access to medical care and justice services;
- Intensive case management and court support for women and children who have or are experiencing family violence;
- therapeutic counselling and group programs for women and children who have experienced family violence; and adults, young people and children who have experienced sexual assault (including support for non-offending family members and friends);
- access to high security crisis accommodation for women and their children assessed as being at high risk of further harm; and
- early intervention services for children and young people under the age of 17 years who have engaged in problematic or abusive sexualised behaviours, and young people engaging in family violence behaviours.

Our organisation also delivers professional training and community awareness activities and we participate in a range of prevention activities to promote gender equality and negate violence supportive attitudes and cultures.

Our services are informed by feminist philosophy and we provide empowering, respectful and inclusive services. Our organisation's practice approach is shaped by contemporary research and evidence that highlights what is most effective when working with people who have been impacted by the trauma of sexual assault and family violence.

Our services also exist within the broader context of the Barwon Multi-Disciplinary Centre (MDC), a highly successful model of co-location between Barwon CASA/Minerva, Victoria Police Sexual Offences and Child Abuse Investigation Team (SOCIT) and staff the

Department of Health and Human Services Child Protection practitioners. In this specialised model, partner organisations work together to support adult and child victims from first disclosure of sexual assault to investigation and criminal prosecution. As a key partner, our organisation provides a highly specialised response for people who are impacted by the trauma of sexual assault and family violence within an integrated and seamless environment.

ABOUT THE SUPPORT AND SAFETY HUBS

A key recommendation of the Royal Commission and the Roadmap for Reform was to establish a network of Support and Safety Hubs (Hubs) across Victoria to provide a new way for women, children and young people experiencing family violence, and families in need of support with the care, development and wellbeing of children and young people, to access coordinated support from community, health and justice services. The Hubs will also focus on perpetrators of family violence to keep them in view and play a role in holding them accountable for their actions and changing their behaviour.

The Hubs will deliver a fundamental change to the way services work with women, children and families, and men. The role of the Hubs 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 wellbeing issues;
- support to access justice and legal support;
- advice based on contemporary risk assessment tools and guidance;
- specialist support and tailored advice for victims, families and children, and perpetrators;
- connection and coordination of access to support; and
- a system-wide view of service capacity, client experience and outcomes.

The Hubs will support the agency of women, children and families to ensure that the services they receive meet their needs and goals.

BARWON SUPPORT AND SAFETY HUB

As one of five launch sites, the Barwon Support and Safety Hub (Barwon Hub) will include a mix of staff employed by Family Safety Victoria and staff from Community Support Organisations in the Barwon area, including Barwon CASA/Minerva. By bringing together different workforces and practices, the Barwon Hub will create an integrated team and consolidated access point to create a new way of support for:

- women, children, young people and families experiencing family violence;
- perpetrators of family violence; and
- families in need of support with the care, development and well-being of children.

ABOUT THE ROLE

The Family Violence Specialist Practitioner will work within the integrated Barwon Hub team and deliver high quality, safe and effective service responses to Victorians seeking support and services through the Barwon Hub.

KEY RESPONSIBILITIES

The key responsibilities of the role include:

1. Receiving and managing all family violence referrals for women and children (including police referrals) to the Barwon Hub, including the delivery of client screening, assessment, crisis responses, service planning, targeted interventions, allocation and coordinated referrals consistent with the Integrated Practice



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Framework, Operational Guidelines, Service Specifications and relevant risk assessment tools and frameworks.

2. Work collaboratively with the Barwon Hub team to support integrated risk assessment and planning, including participating in case conferences and meetings.
3. Providing information and advice about service options and pathways to inform and empower clients.
4. Providing advocacy and support to assist clients to effectively manage and navigate the broader service system.
5. Playing an active role in keeping perpetrators of family violence in view and holding them accountable through gathering and sharing information with key agencies.
6. Adopting a trauma-informed approach to your work and empowering clients to make choices and decisions about their lives.
7. Sharing integrated service approaches and learnings with members of the Barwon Hub team, Barwon CASA/Minerva and the Barwon MDC.
8. Contributing to the review, development and implementation of systems, policies and procedures to build and enhance the Hub service model.
9. Participating in relevant supervision, training and other meetings as required by the Barwon Hub and Barwon CASA/Minerva.
10. Taking reasonable care for your own health and safety, and for that of others in the workplace by working in accordance with legislative requirements and occupational health and safety (OHS) policies and procedures.
11. Adhering to relevant frameworks the Family Violence Information Sharing Scheme, standards, policies and procedures of the Barwon Hub and Barwon CASA/Minerva.
12. Applying for brokerage on behalf of clients in accordance with Brokerage Guidelines.
13. Documenting accurate and complete records of your work activities in accordance with legislative requirements, departmental records, information security and privacy policies and requirements.
14. Other duties as required.

KEY SELECTION CRITERIA

Your application must address the following:

Essential Qualifications and Experience

1. A relevant graduate or post graduate qualification in psychology, social work or other relevant discipline.
2. A minimum two years relevant experience.

Essential Skills and Knowledge

1. A comprehensive understanding of the issues relating to family violence with a gendered feminist, structural, individual and family context.

2. Demonstrated experience and capabilities in assessment and risk management, crisis intervention and case management.
3. Sound knowledge of the effect and impact of interpersonal trauma on adults, young people, children and their non offending families.
4. Ability to work within an integrated, multi-disciplinary team.
5. Demonstrated ability to advocate, liaise and practice collaboratively across complex systems.
6. Demonstrated capacity to apply theoretical frameworks to practice.
7. Ability to manage complex and demanding work.
8. Ability to practice independently with a high degree of autonomy and to participate as a member of a team.
9. Demonstrated ability to maintain accurate and confidential case notes.

Other

- Commitment to the vision, philosophy, aims and objectives of the Barwon Hub and Barwon CASA/Minerva, including working within a collaborative and integrated team environment.
- Commitment to continuous quality improvement and cultural equity in service delivery.
- Current Victorian Driver's Licence.

Referees

Applicants must provide the name and current contact details of 2-3 professional referees including the most recent or current supervisor.

Period of Appointment

This position is ongoing, dependent on the continuation of funding to the service.

Hours of Work

The hours of work will be between the hours of 9:00am - 5:00pm.

Flexibility in working hours will be required from time to time as the need arises.

Salary and Conditions

Applicable rate as per the Social, Community, Home Care and Disability Services (SCHADS) Award, Level 6.

Employee Responsibility – Mandatory prior to commencement

Employee expense:

- Valid Working with Children Check
- National Police Records Check – renewed every 3 years of employment at employee expense

Other

This position description is subject to review and may change in accordance with the needs of Barwon CASA/Minerva and the Barwon Hub, our operation, our clients and our stakeholders.