



**Barwon CASA
Counselling
Services**



BARWON CENTRE AGAINST SEXUAL ASSAULT POSITION DESCRIPTION

Title	Specialist Family Violence Case Manager
Employment Type	Part Time (Min 0.8)
Reports to	Team Leader
Work Location	Geelong
Date of review	September 2017

ORGANISATIONAL OVERVIEW

Established in 1978, the Barwon Centre Against Sexual Assault (Barwon CASA) is a specialist sexual assault and family violence service with office locations in Geelong and Horsham. Recently Minerva Community Services (Minerva) merged with Barwon CASA.

Our new organisation strengthens and further enhances the range of specialist services offered to clients and improves the effectiveness of our organisation in an external reform environment that is characterised by change and that is likely to offer new opportunities as a result of the Royal Commission into Family Violence.

Specialist services provided by our organisation include crisis support, case management, specialist counselling and secure housing for women and children who have experienced family violence; specialist counselling to adults, young people and children who have experienced sexual assault either recently or in the past and to their non-offending parents, partners, family and friends; 24-hour crisis care for victims of recent sexual assault, including advocacy and access to medical care and justice services.

Our organisation holds a strong commitment to the prevention of gender based violence and we offer support for respectful relationship programs and promote gender equality to address violence supportive attitudes and cultures. The organisation also provides an early intervention service for children and young people under the age of 15 who have engaged in problematic or abusive sexualised behaviours.

Our service models are informed by feminist philosophy and we provide empowering, respectful and inclusive services and are committed to practice excellence. We offer community education and professional development and specialised training across the sector on the prevention of and response to gender based violence. This has included international learning exchanges.

Barwon CASA is an incorporated not for profit community organisation governed by a Board, with membership comprising prominent local corporate, government and academic representatives and community members. Funding is largely provided by the Victorian Department of Health and Human Services. There are approximately 75 staff employed by the organisation across the Barwon and Wimmera Districts.

We value our staff and strive to offer a positive, flexible and respectful workplace. We encourage continuous learning, growth and development and seek to achieve excellence in outcomes and organisational objectives.

Barwon CASA is a partner in the Barwon Multi-Disciplinary Centre (MDC) based in Geelong. The Barwon MDC is a highly successful model of co-location between CASA, Victoria Police, Sexual Offences and Child Abuse Investigation Team (SOCIT) and staff from Department of Health and Human Services, Child Protection. In this specialised model partner organisations work to support adult and child victims from first

disclosure of sexual assault to investigation and criminal prosecution. Children who have experienced serious physical abuse are also supported within the MDC. MDCs provide highly specialised support and coordinated access to justice within an integrated, seamless environment.

Vision and Purposes

(1) Vision

Our vision is for a community free from family violence and sexual assault, and a society underpinned by the principles of gender equality, social justice and human rights.

(2) Purpose

Our purpose is:

- To provide services underpinned by feminist philosophy that are empowering, respectful and inclusive and which address barriers to service access.
- To provide high quality sensitive and responsive services to women and children who have experienced and been impacted by family violence and to people who have experienced and been impacted by sexual assault.
- To design and implement effective evidence based prevention of violence against women and gender equality programs and initiatives.
- To contribute to the evidence base and social policy frameworks which inform effective service provision
- To contribute to the systematic and social change necessary to eliminate family violence and sexual assault.

Position Overview:

Specialist Family Violence Case Management provides intensive support to women and children who are experiencing or have experienced family violence over a 12 week period. It uses a strong understanding of the gendered and complex nature of family violence and evidence based risk factors to continuously assess a client's risk and safety, while also addressing other support needs identified with the client.

Positions Requirements:

- 1.1 Undertake informed and considered risk assessments for women and children experiencing family violence and implement appropriate safety planning mechanisms
- 1.2 Participate in the intake system as required and provide accurate information, advocacy, support, referral and resources to women and children who are experiencing or who have experienced family violence.
- 1.3 Work within a client centred case management practice and evidence based interventions with women and children from diverse backgrounds which reflects their needs whilst aiming to promote independence, resilience and enhanced quality of life.
- 1.4 Develop and implement a clear case management plan and family action plan in a consultative manner with the woman and her children.
- 1.5 Maintain an up-to-date awareness of the resources available to women and children to facilitate their access.
- 1.6 Ensure confidentiality and legislative requirements are maintained including completion of data collection and case notes within a timely manner.
- 1.7 Actively participate and prepare for staff, team and organisational meetings and regular supervision meetings with the Team Leader.
- 1.8 To work towards changing attitudes that promotes and perpetuates family violence within society.
- 1.9 Participate in the on-call roster as required.

Key Selection Criteria

Your application must address the following:

1. Essential Qualifications and Experience

- Degree or above qualification in social work, psychology or related discipline.
- Minimum two years experience working in the family violence sector.

2. Essential skills and knowledge

- Demonstrated understanding of the assessment of risk in relation to family violence and provision of crisis intervention and casework with women and children from diverse backgrounds who have experienced family violence.
- Excellent understanding of the gendered nature and complex dynamic of family violence including the impact of family violence on women and children and the ability to articulate and apply to practice and advocacy.
- Demonstrated ability to reflect and analyse complex problems and provide workable solutions.
- Demonstrated capacity to adapt, support and manage change.
- Demonstrated skills in building relationships with a range of government and other key stakeholders at a systemic and individual planning level.
- Demonstrated ability to flexibly manage competing priorities and assist others to do so.
- Demonstrated understanding of and commitment to the principles of equity, diversity, continual improvement, risk management and occupational health and safety.
- A comprehensive understanding of the family violence service system including knowledge of the Family Violence Protection Act 2008 and the Common Risk Assessment Framework.

3. Other

- Commitment to the vision, purpose, aims and objectives of Barwon CASA/Minerva
- Commitment to the continuous quality improvement and inclusive diversity in service delivery
- Current Victorian drivers licence

Referees

Applicants must provide the name and current contact details of three 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 position is part-time, the hours of work will be 30.4 hours per week (4 days);
- Location of the position is at the Geelong office
- Hours will usually be worked during business hours of 9am to 5.06 p.m. between Monday to Friday.
- The rostered working days are based on the needs of the service.
- Flexibility in working hours will be required from time to time as the need arises.

Salary and Conditions

- Social Community Home Care and Disability Services Industry Award 2010 (SCHADS) (Modern Award) with level and paypoint dependant on qualifications and experience.
- Salary Packaging: PBI status with other expenses available to package above this cap.
- Superannuation: Paid in accordance with superannuation legislation with the default fund of First State Super or Hesta.
- Probationary Period - 6 months with a review conducted during this time.

Employee Responsibility – Mandatory prior to commencement

Employee expense:

- Valid Working with Children Check.
- National Police Records Check – renewed every 3 years of employment.
- Current Drivers Licence

This position description is subject to review and may change in accordance with the needs of Barwon Centre Against Sexual Assault Inc, our operation, our clients and our stakeholders.