



BARWON CENTRE AGAINST SEXUAL ASSAULT POSITION DESCRIPTION

Title	Specialist Family Violence Case Manager
Employment Type	Full Time / Part Time (Min 0.8 FTE)
Reports to	Specialist Family Violence Team Leader
Work Location	Geelong
Date of review	April 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), Victoria Police – Family Violence Unit 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.

In addition, our organisation is a partner in the Barwon Support and Safety Hub (Barwon Hub). The 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.

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 full Victorian drivers 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 position is full time or part-time (min 0.8FTE);
- 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), Level 6 Pay Point 1.
- 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.