Position Description

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| Position Title: | Senior Family Violence Practitioner - Therapeutic Family Violence Team | | | Position Grade: | SCHADS Level 6 |
| Department/Division: | Family Services | | | Position No. |  |
| Reporting to: | General Manager – Northern Region, with day-to-day reporting to TRAK Forward Team Leader - Anglicare | | | | |
| Position summary/purpose: | The TRAK Forward Program is part of a collaborative partnership between Anglicare Victoria, drummond street, Lifeworks and Eastern Access Community Health. TRAK Forward Therapeutic Key Workers support the therapeutic recovery of parent / carer and children survivors of family violence using a trauma informed approach focused on safety, empowerment and connection. | | | | |
| Key Responsibilities | | | | | |
| |  | | --- | | **Direct service support to victims/survivors of family violence, focusing on women and children**  This position will:   * provide ongoing individual and family risk and safety assessments, therapeutic case planning, management and review, warm referrals to appropriate local services and relevant interventions for women and children. * Provide specialist therapeutic interventions using trauma informed counselling in one or more of the following support areas: * Family Therapy, Play Therapy and/or Child-Parent Therapy * In home (or outreached) support coaching * Group Facilitation * Ongoing Peer Support group facilitation * assess risk particularly in relation to systemic abuse and family violence and assist parents/ carers and children to develop safety plans. * Participate in intake and duty roster systems, ensuring families and service providers receive a professional, timely and supportive response to service entry.   **Community Development and Training**   * Participation in the ongoing development of the service to ensure it is meeting community and client needs * Participation in annual performance reviews and professional development plans * Participation in professional development and training as identified in collaboration with line manager * Liaise as appropriate with practice staff * Participate in relevant team meetings and clinical practice meetings   **Accountability**   * Comply with funded service standards, practice manual, contract guidelines, and local operating procedures * Ensure program case notes and other client information is recorded according to service standards and practice * Ensure reporting requirements for the program are undertaken * Participate in annual staff and program reviews |  |  |  |  | | --- | --- | --- | | Key Competencies/Skills | | Experience Profile | | Competency | Technical/Functional | * Minimum Degree level qualification in social work, family and child therapy, counselling, psychology, welfare, or the equivalent * Highly skilled and experienced family violence practitioner across work with victims-survivors, focusing on recovery and resilience for women and children. * Demonstrated experience in the provision of a range of trauma informed approaches including the ability to work flexibly to meet the family’s needs and work on an outreach basis. * Demonstrated understanding of a gendered analysis of family and intimate partner violence and the limitations and challenges it offers when working with women, transgender and gender diverse people * Demonstrated experience of working with families with complex needs such as family violence, drug and alcohol and mental health issues   .   * Demonstrated experience of working with individuals and families with complex needs such as family violence, drug and alcohol and mental health issues * Demonstrated experience in working in a strengths-based framework that empowers families, maximises their choices and recognises their contributions and expertise. * Demonstrated knowledge and experience in working within the family violence, the Child Protection system and/or the child, youth and family welfare system, including effective risk assessment and safety planning. * Demonstrated experience in working effectively with a broad range of families, including but not limited to Aboriginal families, families from various culturally and linguistically diverse backgrounds, families living with a disability, kinship carers and grandparents, and LGBTIQ families * Demonstrated capacity to work within integrated, collaborative and systemic approaches. * Demonstrated organisational skills including the ability to meet deadlines and prioritise work tasks. * Demonstrated capacity to work creatively, show initiative, contribute ideas and be active in a supportive team environment in an agency working to support individual and family relationships within the context of family violence * Demonstrated understanding of the needs, issues and sensitivities of people from diverse backgrounds including Aboriginal, LGBTIQ and culturally and linguistically diverse people and communities. * Ability to work within an integrated team approach working with other disciplines, and collaboratively with other organisations, including those in the partnership. * Highly developed interpersonal, oral and written skills. * Ability to plan and manage time. * Quality administrative experience * The ability to handle pressured situations with resourcefulness, adaptability, and creative thinking. | | * Client centred, * Understanding of queering a feminist gendered approach to family violence, including culturally and LGBTIQ sensitive practice      * Promotes productive, competent work practices * Organisational & Quality Focus * Creative, flexible and solution focused under pressure * High level of self-awareness, professionalism. * Strong alliance with social justice values * A reflexive practitioner | * Highly developed assessment and supportive therapeutic skills in family violence settings * Highly developed interpersonal, oral and written skills. * Highly developed administration and information technology skills * Sound knowledge of public health approaches to mental health and well-being and the social determinants and impacts of family violence * Understanding of and experience in working within a therapeutic trauma counselling and recovery practice framework. * Family-aware and inclusive practice whilst holding risk and safety as paramount. * Knowledge of local and regional services. * Cultural and diversity humility. | | Position Dimensions | | Decision Making Authority | | | | | | |
| Key Competencies/Skills (no more than 6 of each) | | | Experience Profile (incl Qualifications) (No more than 6) | | |
| Competency | | Technical/Functional |  | | |
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| Position Dimensions | | | Decision Making Authority | | |
| No. Of FTE:  Customer base:  Budget: | | |  | | |

How to complete the Position Description

**Remember:**

A position description is a basic descriptor of the role, responsibilities and objectives. It is not a laundry list of tasks nor is it about the person in the role, nor is it about what the role will look like in the future. Measures & KPI’s are fluid, flexible with business drivers and should only be included in a performance document – not the position description.

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| Position Title: |  | | | Position Grade: | As approved by HR |
| Department/Division: |  | | | Position No. | Provided by HR |
| Reporting to: |  | | | | |
| Position summary/purpose: | A concise overview of the position describing its main objectives (no more than 2 or 3 sentences) | | | | |
| Key Responsibilities | | | | | |
| Main responsibilities in order of priority. Approximately 6-10 statements defining the specific tasks that the incumbent will undertake. | | | | | |
| Key Competencies/Skills (no more than 6 of each) | | | Experience Profile (incl Qualifications) (No more than 6) | | |
| Behavioural Competency | | Technical/Functional |  | | |
| From competency dictionary aligned with the requirements of the role including at what level  Eg Results Focus (HD) | | Specific technical or functional requirements of the role | Include qualifications, experience and skills that are essential for this role as well as those which are highly desirable, such as years’ experience, tertiary qualifications, leadership experience, business experience (comms/marketing/hr etc), communications/interpersonal skills, financial/commercial/business acumen etc | | |
| Position Dimensions | | | Decision Making Authority | | |
| No. Of FTE: (FTE direct and indirect under this position’s control)  Customer base: (number and type of customers this role interacts with, including internal stakeholders, eg Senior Leadership Team)  Budget:  EBITDA: | | | Types of decisions or recommendations required by this position | | |