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 |
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| **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
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| 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.
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| * 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.
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| Position Dimensions | Decision Making Authority |

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| 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 levelEg 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 |