

Position title:	Specialist Family Violence Practitioner (various)
Location:	Hume Community Hub
Reporting to:	Team Leader, Specialist Family Violence Services

VincentCare Victoria was established to provide a range of professional accommodation and support services to people that are facing disadvantage and those that are ageing throughout metropolitan and regional Victoria. VincentCare's primary focus is to:

- provide quality services for people at risk of or experiencing homelessness, people with a disability, and those struggling with complex needs including substance abuse and mental health issues
- advocate for vulnerable and disadvantaged people, respecting their dignity and rights and providing support and encouragement to enable greater independence.

Our Mandate - VincentCare was established to extend the Christian Mission of the St Vincent de Paul Society to support and advocate on behalf of the most disadvantaged Victorians.

Our Aspiration - To be the leader in providing care, hope and advocacy for those facing disadvantage.

Our Purpose - To create opportunities and lasting change for the most marginalised.

Our Values - *Courage, Leadership, Accountability, Compassion, Excellence, Dignity.*

Diversity and Inclusion - We are committed to the principles of social justice and aim to ensure every individual is treated with dignity and respect regardless of their cultural background, ability, ethnicity, gender identity, sexual orientation or religion.

Role scope and responsibilities - Providing a 24/7 crisis response to victim survivors, VincentCare's Marian Community Specialist Family Violence Services operates 'a no wrong door' approach through short term intensive case management that focuses on the immediate safety and recovery of victim survivors.

The service is primarily available in the City of Greater Shepparton, Moira and Strathbogie but provides an enhanced after hours crisis service response to family violence in an expanded area that includes Mitchell and Murrindindi, thus servicing an area from the Murray River in the north to Wallan in the south.

You will be part of a highly effective team of Specialist Family Violence Practitioners who provide immediate interventions to victim survivors, including children. You will be required to hold a complex case load, contribute to the 24/7 on-call roster and support clients while they are in external crisis accommodation or in one of Marian Community's family violence refuge properties.

The remit of the Marian Community Specialist Family Violence Practitioner aligns to the responsibilities assigned across the following core positions:

Specialist Family Violence Practitioner	<ul style="list-style-type: none"> - Provide intensive crisis case management to victim survivors of family violence - After-hours on call
Specialist Family Violence Refuge Practitioner	<ul style="list-style-type: none"> - Provide intensive case management to victim survivors of family violence in refuge - Support development of case plan goals that ensures transition from refuge into

	<p>safe affordable and sustainable accommodation</p> <ul style="list-style-type: none"> - After-hours on call
Specialist Family Violence Children's Wellbeing Practitioner	<ul style="list-style-type: none"> - Provide intensive case management to children and young people as victims survivors of family violence including refuge - Provide age and stage appropriate information and support - Ensure health, development, wellbeing and safety needs are supported by coordinating with adult victim survivor, child protection, wellbeing specialists, other related agencies - After-hours on call
Specialist Family Violence AH (casual) Practitioner	<ul style="list-style-type: none"> - Provide after-hours support to victim survivors of family violence that meet immediate safety needs as well as the provision of material aid - Assess and respond to referrals from Safe Steps State-Wide Family Violence Response Service and/or Victoria Police for victim survivors in Goulburn
Graduate Specialist Family Violence Practitioner	<ul style="list-style-type: none"> - Support the operations of the Specialist Family Violence Services, both business hours and after-hours, to meet the needs of victim survivors of family violence - On the job learning, reflective practice, professional development opportunities, operational supervision

Role accountabilities

Key Result Area	Key Accountabilities
Leadership	<ul style="list-style-type: none"> • Actively contributes to a collaborative, inclusive and safe workplace that upholds accountability for client excellence and compliance against established standards and procedures. • Operates effectively to support and influence best practice through informed and empathetic determinations in a fast-paced, crisis driven environment. • Continuously seeks to improve service quality by supporting the Team Leader to identify, create and implement program reviews, needs analysis, risk assessments and change management practices. • Develops and maintains effective working relationships with stakeholders, both internally and externally, to ensure governance of interface arrangements and mutual considerations are embedded in the principles of shared care and collaboration. • Promotes accessibility and disability, Aboriginal reconciliation, Rainbow Tick accreditation, and diversity and inclusion.
Client Excellence	<ul style="list-style-type: none"> • Provides person-centred, high quality risk assessment and risk management in accordance with the MARAM practice guidance to support victim survivors who are experiencing and/or escaping from family violence, including children. • Promotes an in-depth understanding of the gendered nature of family violence,



	<p>intersectionality in family violence, and the nature, dynamics and impact of family violence across a broad range of familial relationships.</p> <ul style="list-style-type: none">• Understands the cumulative and traumatic impacts of family violence and promotes strengths based approaches that preserve and respect dignity and diversity and upholds choice, inclusion and participation in decision making.• Supports and implements appropriate advocacy on behalf of victim survivors to maximise access to services and interventions.
Financial Management	<ul style="list-style-type: none">• Promotes and maintains accurate records when accessing VincentCare assets and systems, including allocations of expenses and/or client brokerage in line with position delegation, policies and funding obligations.• Maintains up to date data records management systems to support accurate and timely reporting against performance, targets and associated funding compliance requirements.
Compliance	<ul style="list-style-type: none">• Complies with VincentCare's values, policies, procedures and accepted code of conduct.• Ensures compliance with legislative frameworks that inform workplace performance and practice, including recognised accreditation standards, e.g. Rainbow Tick, the Multi-Agency Risk Assessment and Management Framework (the MARAM), the Family Violence Information Sharing Scheme (FVISS) Ministerial Guidelines as established by <i>Part 5A of the Family Violence Protection Act 2008 (Vic)</i> and the Child Information Sharing Scheme (CISS) Ministerial Guidelines as established under <i>Part 6A of the Child Wellbeing and Safety Act 2005 (Vic)</i>.• Commits to ongoing professional development as identified and/or as mandated.• Participates in scheduled operational and professional supervision and reflective practice.• Participates in periodic reviews of operational practices including risk and records management, program performance and codes of practice.

Key contacts

- Hub Manager, Hume Community Hub.
- Program Manager, Specialist Family Violence Services.
- Team Leader, Specialist Family Violence Services.
- Senior Financial Counsellor, Hume Community Hub.

Key selection criteria

Qualifications

As per the minimum mandatory qualifications requirements (*Royal Commission into Family Violence (2015) Recommendation 209*) all candidates wishing to apply for these positions must demonstrate that they meet minimum qualification requirements or equivalency principles, i.e. candidates are required to

hold a Bachelor of Social Work or other equivalent qualification; or are considered exempt under the Policy; or have a minimum of 5 years relevant professional experience; or a related qualification as per the mandatory minimum qualifications requirement; or hold significant cultural knowledge and experience, lived experience, and/or have faced barriers to educational pathways (note Mandatory Requirements).

Experience - preferred

1. Minimum 3-5 years' experience in case management including integrating a trauma informed approach with a strong focus on safety and risk management and the application of the MARAM and IS practice principles.
2. Evidence of applying theory to practice when responding to the needs affecting victim survivors experiencing family violence, including children.
3. Demonstrated understanding of professional interaction case record principles that evidence accountability and responsibility.
4. Understanding issues affecting people in crisis who may be homeless or at risk of homelessness and evidenced ability to provide holistic responses to address complex needs.
5. Demonstrated experience and ability to manage conflict and challenging behaviours.
6. Ability to demonstrate culturally sensitive practice in relation to family violence, inclusive of the needs of LGBTIQ+, Aboriginal and Torres Strait Islander and Culturally and Linguistically Diverse peoples.

Skills and Personal Attributes

- Self-awareness and the ability to reflect and learn, responding well to feedback.
- Takes initiative, acts with confidence and exercises sound judgement.
- Manages time effectively and prioritises competing demands appropriately in a fast paced, crisis driven environment that operates 24/7.
- High level computer literacy.
- Excellent interpersonal and communication skills.

Mandatory requirements

- All appointments within VincentCare are subject to the incumbent having (i) and maintaining a current Victorian Driver's Licence; (ii) and maintaining a Working With Children Check; (iii) disclosed any relevant employment history of formal disciplinary action for improper or unprofessional conduct taken by current or previous employers or any other integrity body within or outside Australia; and (iv) a satisfactory police check and character/performance reference checks - police checks will be undertaken prior to any job offer being confirmed and will be undertaken on a periodic basis during the period of employment.
- Applications for this role are open to female candidates (including trans, gender diverse and intersex women) only under Section 28 of the *Equal Opportunity Act 2010*.

This position description is a general outline of duties, responsibilities and requirements of the role. It is not an exhaustive list. From time to time VincentCare may review and amend the position description to meet organisational needs. Employees may be required to perform other duties that are within the scope of their competencies and skills.