

Position Description

Position Title	Enhanced Adolescent Violence in the Home Practitioner
Directorate / Service / Program	Family Support and Out of Home Care (OoHC) / Family & Community Services
Reports to	Coordinator Child and Family
Location	Geelong
Classification	Social, Community, Home Care and Disability Services Industry Award Level 5
Date Revised	December 2023

ABOUT US

Barwon Child, Youth & Family and Bethany Group have merged. We are now Meli, inspired by the word Meliorism. The belief that the world can be made better through human effort.

Meli is a Victorian not-for-profit organisation, offering a unique combination of services to support members of our community throughout their lifetime, from early childhood through to adolescence and adulthood.

Everyone faces challenges occasionally, and Meli is here to lend compassionate help, and to take a preventative and early response approach – no matter how big or small a problem.

Our Purpose: Supporting people, strengthening communities.

Our Vision: A fair, safe and inclusive community where everyone can thrive.

Our Values: Build Connection, Show Courage, Inspire Action, Celebrate Difference, Be Dynamic.

To learn more about Meli please visit meli.org.au.

POSITION OVERVIEW

This role is in partnership with Wathaurong. Wathaurong Aboriginal Cooperative Limited is an Aboriginal Community Controlled Organisation governed by an Aboriginal Board who are elected through the Annual General Meeting process annually, with their Chief Executive Officer to operationalize the strategic directives of the Board. For more information please visit wathaurong.org.au.

This trial builds on established partnerships between health, education, community and social care that aims to ensure young people and their families can access appropriate supports at appropriate times in their local communities via the services and supports they know and trust.

Working alongside existing Adolescent Violence in the Home (AVITH) programs in both Meli and Wathaurong, this role will be responsible for providing high quality assertive outreach to young people and families to address identified risk factors, delivering additional support options after hours to reduce the prevalence of AVITH related behaviours and concerns and increasing the safety of affected family members and strengthening the capacity of families to manage independently.

This program provides targeted supports to highly vulnerable and complex needs individuals and families from both Aboriginal and Torres Strait Islander families and non-Aboriginal and Torres Strait Islander families.

The key objectives of this role are:

- within a place-based model, deliver flexible and culturally considerate outreach, assessments and resources to young people and families to reduce the use of violent and aggressive behaviour being used by the young person in the home and increase safety for all members of the family.

- using a Continuous Improvement Approach, implement responses focusing on behaviour change and skills development in areas such as respectful communication, coregulation strategies, stress management, awareness of and alternative responses to triggers.
- focus on the young person's safety, stability, health, development and learning.
- ensure that interventions are guided by evidence based practices.
- provide a range of tailored interventions to the targeted cohort in line with the Best Interests Framework.

KEY ACCOUNTABILITIES

Duties of this position may include, but are not limited to the following:

- In consultation with the AVITH case worker, plan and provide high quality and enhanced short term, after hours support for existing AVITH program young people and their families who have multiple or complex needs and issues and require support from a range of services inclusive of respite and group opportunities.
- Undertake risk and needs assessments of adolescents and families as appropriate to support their further safety and development needs.
- Develop effective partnerships with relevant organisations to ensure effective coordination of client services and specialist supports.
- Record and maintain data in accordance with program requirements and legislation.
- Participate in core capability training, action learning and practice reflection opportunities to support the delivery of a Best Interest Framework.
- Participate in supervision and appropriate meetings.
- Application of MARAM framework in risk assessment and safety planning.
- Deliver a service that recognises an individual's and families' capabilities, as well as responding to their vulnerabilities, to achieve case closure in accordance with the prescribed practice framework.
- Case work is delivered successfully within the legislative and agreed funding requirements of the program and any other Best Practice program guidelines.

Organisational Accountabilities:

- Other reasonable duties as directed.
- Apply Meli's quality and risk management frameworks.
- Understand and comply with the standards of a child safe organisation.
- Active involvement in professional development to build knowledge and skills.
- Make decisions following Meli values, relevant standards, practices, policies, procedures, regulations, industrial instruments and legislation.

QUALIFICATIONS, SKILLS AND EXPERIENCE

- Bachelor of Social Work, Psychology, Nursing, Diploma Welfare Studies, Diploma of Alcohol and Other Drugs or equivalent qualification
- Knowledge of the factors that can contribute to AVITH and knowledge of the service system and resources available that can support young people and their families.
- Experience supporting complex cases and competing priorities with strong case practice including client advocacy, counselling, therapeutic interventions and support in line with the Best Interest Framework.
- Sound Knowledge of or experience in Aboriginal Culture, issues affecting Aboriginal people, and Aboriginal Service Sector with particular understanding of social, physical, economical, and cultural strengths and challenges affecting Aboriginal communities and their ability to access adequate and quality services.
- Demonstrated skills in risk and needs assessments with particular focus on MARAM Framework.
- Excellent interpersonal skills with ability to develop positive stakeholder relationships and communicate with diverse individuals in a culturally appropriate manner.

OTHER REQUIREMENTS OF THE ROLE

All employees must undergo and maintain a range of satisfactory checks as a condition of employment. These include:

- Working with Children Check
- National Police Check
- International Police Check (if required)
- Have the right to work in Australia

KEY STAKEHOLDERS

- Meli employees
- Wathaurong Aboriginal Co-operative
- Department of Families, Fairness and Housing (DFFH)
- Family Service, Specialist Family Violence and Mental Health providers
- VicPol, Magistrates Court and Department of Justice and Regulation
- Education and Employment providers
- A range of community-based organisations including but not limited to health providers.

PHYSICAL REQUIREMENTS & ENVIRONMENTAL CONDITIONS OF THE ROLE

Meli is committed to creating inclusive spaces that are accessible for everyone by reducing and/or removing barriers through reasonable adjustments.

The following table shows the physical and psychological work environment characteristics that have been identified as part of this role. Where possible, Meli will make reasonable adjustments to support individuals to succeed in their roles.

REQUIRED ACTIVITIES / WORKING ENVIRONMENT	FREQUENCY
Computer based tasks, sedentary position, office based	Often
Repetitive manual tasks	Rarely
Working in buildings which may have stairs (Reasonable adjustments can be made)	Sometimes
Driving, in & out of vehicles (If driving is required, must hold current Victorian Driver Licence)	Often
Bending, lifting, pushing, pulling	Sometimes
Working alone or at a co-located site	Sometimes
Confrontational/confronting situations (Due to the nature of our work, there may be times when staff are exposed to behaviour, language and/or situations that can be confronting)	Often
Working outside in differing weather conditions	Sometimes
Working on-call and/or after hours	Often
Attending external locations including client homes	Often

INCLUSION STATEMENT

Meli is committed to being a place where everyone has a sense of belonging.

We embrace the unique perspectives and experience of our people and our community, and their voice is at the heart of our values and decision making.

We aim to be courageous as we learn, grow, and evolve as an accessible, inclusive and safe organisation for people of all identities.

We are working to create a team of people who reflect the diverse community we support. Aboriginal and Torres Strait Islander, LGBTQIA+, culturally diverse people, those living with a disability, and those looking to return to the workforce following a break in their career, are encouraged to apply for our roles.

CHILD SAFETY STATEMENT

Meli is committed to child safety in every aspect of the organisation. We take deliberate steps to protect children from physical, sexual, emotional, and psychological abuse and neglect. Our organisation fosters openness to create a culture in which everyone – staff, parents, carers, and children – feel confident, enabled, and supported to safely disclose child safety or wellbeing concerns.

We have zero tolerance of any abuse or maltreatment of children. We are committed to ensuring children and young people are able to actively participate in decisions that affect their lives.

We understand our legal and moral obligations to treat any child safety concerns seriously. We report any allegations and wellbeing concerns to authorities. We are committed to the cultural safety of all children and young people. This includes providing a safe environment for children and young people with a disability, who are Aboriginal and Torres Strait Islander, from culturally and/or linguistically diverse backgrounds or who identify as LGBTI+.

Meli's policies and practices promote the safety and wellbeing of children and establish an effective, consistent approach to prevent, respond to and encourage the reporting of allegations of child abuse and harm.

All children, their families and carers should feel welcome at Meli, including feeling able to express their identity and raise concerns about their own or others' safety.

EMPLOYEE DECLARATION

I have read and understood this Position Description and in signing this document agree that I can fulfill all the requirements of the position described in this document. Additionally, I agree to notify management immediately of any change in my capacity to meet any of the requirements outlined in this Position Description.

Name:	Signature:	Date:

Note: The intention of the position description is to provide an outline of scope and responsibilities, at a point in time. Please note, responsibilities may evolve in accordance with organisational needs.