

	<b>Position Title:</b> Specialist Family Violence Youth Consultant	<b>Team:</b> South East Case Management Services		<b>Region:</b> South Eastern <b>Office:</b> Noble Park
	<b>Supervisor:</b> Senior Manager – Complex Client Services Program	<b>Delegations and Authorities:</b> In Line with Delegations Policy	<b>Band:</b> B <b>Salary:</b> SCHCADS Level 7	<b>Date:</b> December 2019

OUR VISION AND PURPOSE	ROLE CONTEXT
<p><b>We believe children, young people and families should be safe, thriving and hopeful.</b></p> <p><b>Our Vision for 2022: Together we will courageously change lives and reimagine service systems.</b></p> <p>For over 140 years, Berry Street has adapted to a changing world, and we will continue to adapt to achieve our purpose.</p> <p>Berry Street will continue to be a strong and independent voice for the children, young people and families with whom we work. In collaboration with others, we will advocate for investment in early intervention and prevention services that enable families to be safe and stay together. We will use approaches that are culturally safe and informed by the best evidence available. We will measure and learn from the impact of our work, and we will continually contemporise our models of practice.</p> <p><b>We look forward to working with children, young people, families, carers, staff and partners to achieve this vision. Together.</b></p>	<p>Within the South Eastern region, Berry Street provides several program types, predominately in the statutory services. This program includes foster care, residential care and youth services.</p> <p>Berry Street's South Eastern Case Management Services (SECMS) is funded by the Department of Health &amp; Human Services (DHHS) to provide an intensive and flexible level of support to young people aged between 12 and 17 years of age who are identified as most 'at risk' in the community.</p> <p>The newly created Family Violence Youth Consultant position is designed to support young people who are either victim survivors of family violence or using family violence in intimate/family relationships. Through a model of secondary consultation, co-case management and capacity building, the role will enhance case management and placement support services by applying a specific family violence lens.</p> <p>The service operates within a collaborative and supportive team environment with a strong focus on partnerships with relevant external organisations. Some direct support with young people may be required.</p>
OUR VALUES	PRIMARY OBJECTIVES OF THE ROLE
<p><b>We expect all staff to apply these Values in all aspects of their work.</b></p> <p><b>Courage:</b> to never give up, maintain hope and advocate for a 'fair go'</p> <p><b>Integrity:</b> to be true to our word</p> <p><b>Respect:</b> to acknowledge each person's culture, traditions, identity, rights, needs and aspirations</p> <p><b>Accountability:</b> to constantly look at how we can improve, using knowledge and experience of what works, and ensure that all our resources and assets are used in the best possible way</p> <p><b>Working Together:</b> to work with our clients, each other and our colleagues to share knowledge, ideas, resources and skills</p>	<p>The South Eastern Case Management Services program seeks to intervene to restore safety in relationship for young people who have been exposed to or are using intimate partner/family violence. Positioned within statutory child protection services, this role focuses on significant preventative opportunities to improve young peoples' relationships.</p> <p>The program will employ a Specialist Family Violence Youth Consultant who will undertake:</p> <ul style="list-style-type: none"> <li>• Secondary Consultations and Co-case Management to young people engaged in Berry Street programs</li> <li>• Capacity building of current teams to enhance Family Violence responsiveness and prevention in every day interactions through coaching and advice</li> <li>• Family Violence Risk Assessments</li> <li>• Facilitate links to therapeutic support for young people traumatised by family violence</li> </ul>
	REPORTING RELATIONSHIPS
	<p>This role is based at our Noble Park Office.</p> <p>This role reports to the Senior Manager – Complex Client Services Program who will provide supervision and review. External supervision specific to Family Violence practice will be provided to complement support provided within the team.</p>

EXPECTATIONS	
<ul style="list-style-type: none"> <li>Conduct oneself in accordance with the Berry Street Code of Conduct which is underpinned by the values of accountability, courage, integrity, respect and working together within the principles of continuous improvement and occupational health and safety.</li> <li>Berry Street is committed to diversity and inclusion. We aim to ensure every individual is treated with dignity and respect regardless of their cultural background, ability, ethnicity, gender identity, sexual orientation, spirituality or religion.</li> <li>Berry Street is committed to being a child safe, child friendly and child empowering organisation. In everything we do we seek to protect children. We are committed to the cultural safety of Aboriginal and Torres Strait Islander children; children from culturally and/or linguistically diverse backgrounds; children with a disability; children who identify with a sexual and or gender minority identity.</li> </ul>	
KEY SELECTION CRITERIA: KNOWLEDGE, SKILLS AND ABILITIES REQUIRED TO FULFIL THE ROLE	
<ul style="list-style-type: none"> <li>Excellent written and oral communication skills (including public speaking, presentations and facilitation skills).</li> <li>Demonstrated ability to flexibly manage competing priorities and stressful situations, monitoring own stress levels and practising and promoting self-care strategies.</li> <li>Demonstrated experience in casework with families from diverse backgrounds who have experienced family violence.</li> <li>Demonstrated experience in supervising or coaching others to make practice change and develop skills.</li> <li>An understanding of the gendered nature of violence and the ability to articulate a practice framework including engagement and assessment.</li> <li>Demonstrated experience in working with children, young people and families who have complex needs and statutory services involved.</li> <li>A sound knowledge of the nature of family violence, protective issues, homelessness, trauma, disability and the implications of these in child development.</li> </ul>	
QUALIFICATIONS AND OTHER REQUIREMENTS	DESIRABLE
<ul style="list-style-type: none"> <li>A tertiary qualification (minimum Bachelor level) in Social Work, Psychology, Welfare or a related discipline..</li> <li>An understanding of the Child, Youth and Families Act 2007 and the Family Violence Protection Act 2008.</li> <li>Staff must hold a valid WWCC, current drivers licence at all times and undergo a Criminal Records Check prior to employment. Subsequently, staff must report any criminal charges or court appearances.</li> </ul>	<ul style="list-style-type: none"> <li>Previous Case Management experience working with young people.</li> <li>Previous experience working with victim survivors.</li> <li>Consideration given to applicants with a demonstrated interest in this area, including relevant placement or prior employment.</li> </ul>

## KEY ACCOUNTABILITIES AND RESPONSIBILITIES

ACCOUNTABILITY	SPECIFIC RESPONSIBILITIES
<b>Direct Service Delivery</b>	<ul style="list-style-type: none"> <li>• Provide Secondary Consultation and Co-case Management to Berry Street teams working with young people where risks and issues of intimate partner and family violence are uncovered.</li> <li>• Undertake comprehensive risk assessment with young people, in collaboration with Berry Street teams, based on the incoming referral/placement information, Multi Agency Risk Assessment and Management Framework and your professional judgement.</li> <li>• Develop and review comprehensive safety plans with young people, their families and the teams supporting them.</li> <li>• Provision of timely telephone and or face to face responses to team members, stakeholders and/or young people who have or are experiencing family violence and require information, support and or referral to appropriate services.</li> <li>• Develop ways of engaging young people experiencing family violence who may not respond to traditional intervention.</li> <li>• Liaise with relevant services and advocate on behalf of young people at risk to ensure access to resources and facilities where necessary.</li> <li>• Actively respond to referrals and cases as prescribed by program objectives.</li> </ul>
<b>Capacity Building</b>	<ul style="list-style-type: none"> <li>• With the family violence lens, provide guidance and support as required to the care team.</li> <li>• Provide capacity building and secondary consultation to Berry Street teams regarding family violence, safety planning, developing respectful relationships and other relevant issues/areas.</li> <li>• Provide secondary consultation to other professionals including child protection regarding family violence, safety planning and other relevant issues/areas.</li> <li>• Provide coaching, guidance and advice to case managers working directly with the young people, their families and carers.</li> </ul>
<b>Program Development</b>	<ul style="list-style-type: none"> <li>• Establish effective working relationship with partner agencies providing services and support to young people and their families who have experienced family violence.</li> <li>• Participate in local, regional and state-wide meetings or networks to advocate regarding the issues confronting women and children who have experienced family violence.</li> <li>• Represent the program on relevant committees, groups and networks.</li> <li>• In conjunction with other team members undertake program promotion, presentations and community education and training activities to other relevant groups.</li> <li>• Assist in the development and implementation of new projects or initiatives relevant to supporting young women (&amp; their children) who have experienced family violence.</li> </ul>
<b>Administration</b>	<ul style="list-style-type: none"> <li>• Maintain concise, accurate, contemporaneous records, including case notes, completed forms and reports as required according to program guidelines.</li> <li>• Maintain electronic equipment in a safe, secure place password protected as per confidentiality policy.</li> <li>• Maintain client documents in a manner consistent with team policy.</li> <li>• Maintain accurate statistical data as required by Berry Street and funding bodies.</li> <li>• Attend regular team meetings and other forums as required.</li> </ul>
<b>Other</b>	<ul style="list-style-type: none"> <li>• Other duties as required.</li> </ul>

## INHERENT REQUIREMENTS OF WORK ACTIVITIES / ENVIRONMENT

Following is a table that outlines the main physical and psychological requirements of the position.

Element	Key Activity	Frequency
<b>Work Environment</b>	Manage demanding and changing workloads and competing priorities.	Daily
	Work in a team environment.	Daily
	Work in different geographic locations.	Regular
	Be exposed to all outdoor weather conditions.	Regular
	Work in unstructured environments (e.g. outreach).	Regular
	Work office hours with the possibility of extended hours.	Regular
	Work on-call after hours.	Regular
	Work in an open plan office.	Daily
	Work in buildings which may be two-storey.	Regular
	Sit at a computer or in meetings for extended periods.	Daily
	Work in an environment with competing demands.	Daily
	Present at court and other jurisdictions.	Occasional
<b>People Contact</b>	Liaise with government, non-government and community organisations.	Daily
	Work with clients who may have a physical or sensory disability.	Regular
	Interact with members of the public who may display the full range of emotional expressions, including parents, partners, significant others, family members, advocates, doctors, police.	Regular
	Interact with clients and members of the public who could display verbal or physically challenging behaviour.	Regular
	Facilitate access to specialist, generic and community services.	Daily
	Undertake training and professional development activities.	Regular
<b>Administrative Tasks</b>	Undertake administrative tasks which may include the following: computer work, filing, writing reports, case notes/plans and client records, participating in meetings, concentrating for long periods of time, managing resources and budget and researching and analysing information and data.	Daily
	Use technology including photocopier, telephones including mobiles, fax, overhead projectors, televisions, videos, and electronic whiteboards.	Daily
<b>Transport</b>	Drive vehicles possibly over long distances and in all traffic and weather conditions.	Regular
	Drive vehicles with possible distractions from client behaviour, verbal or physical.	Occasional