

POSITION DESCRIPTION

Position	Family Violence -Men's Case Manager/Worker
Reports to	Men's Family violence team leader
Direct Reports	Nil
Status	Full time, Fixed Term
Location	Based at Frankston (travel to other site as required)

BACKGROUND

The Victorian Aboriginal Child Care Agency (VACCA) is the largest organization of its kind in Australia. VACCA is an Aboriginal community-controlled organization that supports and advocates for the Aboriginal community. Our strength lies with our people. Our team is committed to the organisation's vision and values; advocates for our children and other vulnerable community members; and shows respect for, observance and compliance with Aboriginal cultural protocols, practice and ceremony. Our Aboriginality is what distinguishes us from mainstream services and what enables us to deliver the positive outcomes we achieve for our people.

VACCA employs over 600 staff and delivers more than 70 programs across the state. VACCA's experience and expertise in the delivery of therapeutic interventions are underpinned by culture, connection, and healing. VACCA designs, develops and delivers programs with self-determination and an understanding that the intergenerational trauma experienced by our community requires intergenerational and community healing.

Central to VACCA's work is the importance of connection to family, community and culture as essential to Aboriginal children's safety, stability and ensuring that they have an ongoing sense of belonging. As Victoria's largest Aboriginal child welfare agency, VACCA will play a key role in the process of transitioning the care and case management of Aboriginal children from government and non-Aboriginal organisations to Aboriginal community-controlled organisations following the recent decision of the Victorian Government.

VACCA is implementing cultural therapeutic ways which is an agency wide framework that underpins our work with the community, our clients and staff

OUR VISION

Aboriginal self-determination - Live, Experience and Be.

OUR PURPOSE

Supporting culturally strong, safe and thriving Aboriginal communities.

PROGRAM AREA

The Royal Commission into Family Violence found that to achieve the overall objective of keeping victim survivors safe, the range of perpetrator interventions needed to be both broader and better integrated to create a 'web of accountability' to keep perpetrators in view of the service and justice systems.

This program will:

- Provide individual case management to male perpetrators of family violence where required
- Deliver programs to men who commit family violence
- focus on educating family violence perpetrators on the impact of their behaviour and to understand the effects of violence and the impact it has on their relationship and also their children and to work with them to become better fathers so that their children can feel safe and grow up healthy, happy and strong.
- adopt practice models that build coordinated interventions, including cross-sector workforce development between the men's behaviour change, mental health, drug and alcohol and forensic sectors.

POSITION SUMMARY

Family Violence -Men's Case Manager/Worker is created to provide timely response for perpetrators by linking them in with services without the need to go on a waiting list for a Minimum Standards for men's behaviour change programs (MBCP). While the availability of MBCPs is expanding it is not uncommon, especially in rural and regional areas, for perpetrators to wait to access supports.

This program aims to reduce the risk associated with perpetrator's use of family violence by providing an individualised and tailored response to address the barriers to engaging in the change process. This is achieved through proactive practical and psychological support to men across the community who use family violence in conjunction with systemic and integrated risk management strategies;

- Hold perpetrators to account and keep perpetrators in view of services and relevant authorities
- Contribute to a 'safe at home' approach
- Provide an opportunity to engage with victim survivors via family safety contact
- Identify information that may be proactively or responsively shared on request under the information sharing scheme to contribute to risk assessment and management for victim safety
- Offer perpetrators a timely response
- Actively engage perpetrators with a view to identify key changes necessary to enable perpetrators to take responsibility and enable the victim survivor to live safely, including the ongoing use of risk assessment and risk management
- Provide a more tailored service response through the coordination of specialist services, including mental health, alcohol and other drug, and housing services
- Assist in engagement with programs that aim to stop family violence, including but not limited MBCPs.
- Actively involve the perpetrator in planning and decision making to encourage engagement with other social and universal services

KEY RELATIONSHIPS

Internal: Executive Manager (Regions), Senior Program Manager Family Violence and Justice and Men's Family Violence Team Leader and other staff within VACCA.

External: Community Service Organisations, local program partners

KEY SELECTION CRITERIA

- Demonstrated understanding of, and commitment to, the values that underpin VACCA' vision and purpose and the capacity to take a leadership role in championing these internally and externally
- Demonstrated awareness and appreciation of Aboriginal societies and cultures, and commitment to continually build knowledge of such, along with a high level of awareness of the key issues which impact upon Aboriginal communities
- A comprehensive understanding of Family Violence and the implications on individuals, families and the community
- A demonstrated understanding of the men's behaviour changes process and the gendered nature of family violence
- Sound knowledge of the Family Violence Protection Act 2008, Information Sharing and Multi Agency Risk Assessment Framework (MARAM).
- Demonstrates effective and culturally appropriate interpersonal skills e.g. active listening, empathy in all verbal and non-verbal communications
- Demonstrated ability to prepares accurate documents and reports e.g. case notes, incident reports, court reports, work reports that meet audience needs
- Demonstrated commitment to advocating for non-violence, and to living non-violently with the families
- Demonstrated understanding of culturally appropriate service responses for Aboriginal clients.

DESIRABLE

- A tertiary qualification in Social Work, Psychology, welfare or a related discipline is desirable
- Experience in working in the Family Violence sector

REQUIREMENTS

- You must have and continue to hold a full Victorian Driver's Licence and a current employment working with children check card

POSITION ACCOUNTABILITIES

DIRECT SERVICE TO-MEN WHO USE FAMILY VIOLENCE

- Using a trauma informed therapeutic approach provide intake, ongoing individual, family, risk and safety risks assessments, case planning, case management and review

- Warm referrals to appropriate local services and relevant interventions for perpetrators of family violence
- Liaise with Corrections Victoria, legal services, police and the Courts as required
- Liaise with internal and external services to maintain relevant links and networks to strengthen services for perpetrators
- Provision of centre based and outreach services as appropriate
- Co-facilitate Group Work Programs for male family violence perpetrators, applying sound theoretical and practical expertise in working with women, transgender and gender diverse people who have used family violence, addressing accountability and behavioural change

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 and training as identified in collaboration with line manager
- Participate in relevant team meetings

ACCOUNTABILITY

- Comply with funded service standards, practice manual, contract guidelines, and local operating procedures
- Ensure client case notes and other client information is documented and entered in Iris and recorded accordingly to service standards and practice
- Ensure monthly data and reporting requirements for the program are undertaken and completed regularly

HEALTH, SAFETY & WELLBEING

- Ensure compliance with the OH&S Act and VACCA policies.
- Contribute positively and proactively to team and organisation wide OH&S activities.

QUALITY & CONTINUOUS IMPROVEMENT

- Ensure compliance with legislation, contract and policy requirements in your day to day work in order to meet the organisation's audit, contract and registration obligations.
- Proactively apply your specialist knowledge in the review and maintenance of policies, systems and processes.
- Continue the development of a culturally strong and positive working environment using a continuous improvement approach.

OTHER

- Participate proactively in team project initiatives
- Support other team members in periods of high demand and during periods of absence.
- Participate in project groups and attend events
- Undertake other duties as directed

ADDITIONAL INFORMATION

We are committed to Aboriginal self-determination and supporting strong, safe, thriving Aboriginal communities and aim to ensure every individual is treated with dignity, honouring all cultural backgrounds, abilities, ethnicities, sexual orientations, gender identities and spiritual beliefs.

VACCA is a child-safe organisation and is committed to ensuring the safety and wellbeing of children and young people with zero tolerance for child abuse. All successful applicants will be required to undertake a National Police Record Check and Working with Children Check prior to commencement of employment and periodically following commencement.

VACCA is an equal opportunity employer and has a smoke-free workplace policy.