



POSITION DESCRIPTION

Position title:	Senior Family Violence Practitioner
Time fraction	Full Time 37.5 hours per week
Position holder:	
Position reports to:	Team Leader, Integrated Family Services
Program:	Integrated Family Services
Location:	Footscray

MISSION - VISION - VALUES

Relationships are at the heart of why CatholicCare exists. We help people to build positive relationships, and repair connections when needed.

"I have come so that you may have life and have it to the full"

{John 10:10}

CatholicCare works on behalf of the Archdiocese of Melbourne and the Diocese of Sale with a mission to break down the barriers to social inclusion by strengthening families and communities.

Our vision is for a stronger, more resilient and inclusive society – where everyone can reach their potential and enjoy life to the full.

We draw on the principles of Catholic Social Teaching to inspire and direct our endeavours. As an organisation, and as individuals, we value; Dignity, Compassion, Collaboration, Inclusion, and Responsibility.

POSITION PURPOSE

The Family Services Response to Family Violence project is funded by the Department of Health and Human Services (DHHS) with accountability resting with the Brimbank Melton Child & Family Services Alliance. The project aims to improve the response of Child FIRST and Integrated Family Services workers in identifying and responding to family violence.

The project is provided in partnership with Good Shepherd Australia New Zealand (GSANZ) with two Senior Specialist Family Violence Practitioners (SFVP). All referrals to this project come from Child FIRST and intake by SFVP can be at any point in the journey of the case.

As a professional in the integrated family violence system, you are in a unique position to understand, the impacts of family violence, and to work with other professionals (including those in universal services) to meet the needs of vulnerable children and young people.

This position seeks to provide case management support services to parents and their children who have experienced family violence, as well as focusing on strengthening relationships and preventing family breakdown and ensuring the best interest of the child are met. The Senior Family Violence Practitioner role will also require, to work in collaboration with both Child First, Child Protection, Vic Police and other relevant agencies to strengthen and improve responses to families subject to family violence and support the development of plans that aim to provide the safety and wellbeing of children and young people.

POSITION ACCOUNTABILITIES

NOTE: This position description intends to describe the general nature and level of work related to this role. It is not intended to include all duties and responsibilities. The order in which duties and responsibilities are listed is not necessarily significant.

Client Outcomes

- Improve assessment, planning and intervention by Child FIRST and Family Support workers where family violence is, or is suspected to be, present.
- Increase safety and stability for families.
- Reduce risk of harm to children.
- Safely reduce the incidences or re-reports to Child Protection and the number of children placed in out of home care.
- Strengthen the engagement of victims and perpetrators with support services.
- Contribute to improved engagement with perpetrators towards changes in perpetrator behavior and improved child-centered parenting capacity.

Capacity and Capacity Building

- Support and provide clinical direction and advice to Child FIRST and family support workers through secondary consultations across the Brimbank Melton Alliance.
- Support Child FIRST and Family Support Workers to increase safety and stability for families.
- Co-case management with Family Support Workers to assist staff to identify and respond to family violence.
- Monthly visits to partner agencies and where possible, this will be done jointly with Community Base Child Protection workers.
- Encourage joint family violence risk assessments (CRAF/MARAM assessments) and safety plans and enhanced information sharing.

Community Development

- Education sessions to Child FIRST and Alliance partners.
- Identify the need for, participate in, and/or deliver training and professional development.
- Supporting linkages and developing partnership with the family violence sector.
- Provide feedback and input in to the development of the project.
- Provide project status reports as necessary, including the provision of reports on client data and outcomes.
- Contribute to the achievement of project targets, program data collection and participate in any evaluation component of the project as required.
- Contribute to the development of project tools and resources such as clinical templates and other program materials as required to ensure project success.
- Participate in promotional activities relevant to the project in consultation with CatholicCare and/or Steer Committee.
- Identify emerging trends, needs and gaps in service delivery and practice issues, particularly at the Intake phase, and to use this knowledge to generate changes in systems and approaches.
- Facilitating engagement between and promoting joint work with Child Protection, family violence services, Child FIRST and Family Support Services.
- Support the implementation of the Government's responses to recommendations from the RCFV.
- Assist Child FIRST and Family Support workers to understand and navigate the family violence system.
- Support the implementation of an evaluation of the project and documents to seek feedback from clients and other external IFS agencies in order to reflect and improve the project.

Service System Outcomes

- Contribute to an integrated and collaborative child-centered, family focused service system.
- Understand the gendered nature of violence against women and children.
- Recognize and respond appropriately to perpetrator behavior and perpetrator-driven risk.
- Identify and address systemic barriers to joint practice by specialist family violence services, Child Protection etc.

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- Identify consistently document and respond to the risk from perpetrators to each child.
- Support cultural safety – facilitating Aboriginal people and other groups connected to their culture.
- Improve the quality and depth of information sharing and documentation, including material that may be relevant for legal processes.

Case and Co-Case Management

- Provide a case management service for children, young people and their parents, including CALD families. In accordance and in consultation with DHHS the position holder will have an allocated caseload of 14 cases per annum. These will be 7 short and 7 long term and all aspects of the case to be completed in a timely manner and within deadlines.
- Provide short term and long term case management service for children, young people and their parents, including CALD families. In accordance and in consultation with DHHS, contribute to an integrated and collaborative child-centered, family focused service system.
- Provide co-case management support to external IFS agencies and to all CatholicCare programs, in particular IFS. Co-case management acts as a support/coach only with the case management resting with the allocated worker. It is the responsibility of the position holder that once consultation is provided to IFS team members (CatholicCare and Alliance), the position holder will provide ongoing support and advice through joint home visits with the Case Manager as deemed necessary, until such a time that a review is undertaken with the Case manager, Team Leader and Senior FV Practitioner to determine the need for the SFVP to continue with their involvement in a support capacity.
- Advocate on behalf of the client in areas where there are complex issues with other agencies. Assist with the provision of information in relation to community resources and services and to support the client in accessing these services.
- Assist clients in identifying, developing and maintaining informal support networks within their communities.

Operational Focus

- Maintain an in-depth knowledge of the family violence support service in the area and the eligibility requirements for such services.
- Keeping up to date information on waitlists and alternatives for family violence support services in the area.
- Targeting the use of funding and resources in responding to clients that experience and/or use family violence.
- Build the capacity of Child FIRST and Family Support workers.
- Maintain up-to-date and accurate case notes and prepare reports as required.
- Provide consistent and accurate up-to-date data.
- Maintain quality case files.
- Use of computer based programs for case recording and statistical purposes.
- Sound knowledge of the Children, Youth and Families Act, 2005, with a focus on the Best Interests Framework and Stability Planning.
- Attend internal and external meetings as appropriate. These include participating in relevant meetings with Team Leader/Manager. Any participation at working groups to be agreed and approved by Team Leader.
- Attend specific professional development/training within the allocated learning and development budget and in line with the performance review document.
- Participate in regular professional supervision.
- Other job related duties as assigned.
- Contribute to ongoing Quality Improvement as required.
- Support a culture of Occupational Health and Safety at all times.

KEY SELECTION CRITERIA

Qualifications

- Tertiary qualifications in Social Work or equivalent (i.e. Psychology, Social Science).

Experience

- Demonstrated experience working in the family violence service system, and extensive knowledge and experience of risk assessment frameworks including the Common Risk Assessment Framework (CRAF) and the Best Interests Case Practice Model. Working with vulnerable children and their families.
- Proven therapeutic experience in working with vulnerable children, young people and their families especially in the area of family violence and working with clients from CALD communities.
- Sound understanding of working within the DHHS Best Interests Case Practice and Stability Planning models and knowledge of the CFYA, 2005.
Management of a varied responsibility and duties and an ability to prioritise tasks and meet deadlines.
- Significant understanding of the gendered nature of family violence and the ability to articulate and apply a practice framework, including engagement and assessment.
- Demonstrated knowledge and high level understanding of:
 - The perpetrator's pattern of coercive control and its impact on children and the ability of the protective parent to safely parent;
 - Mechanisms to restore and enhance safe, child centered parenting; and
 - The capacity to use this knowledge to assist Practitioners achieve improved client and system outcomes.
- Demonstrated experience in developing and maintaining relationships with other stakeholders in a multi-disciplinary environment, including capacity to problem solve and negotiate with other professionals.
- Highly developed written and oral communication skills including:
 - A demonstrated high level of skill in accurately recording data, correspondence and reporting; and
 - Providing written and oral evidence to the Children Court of Victoria, the Magistrates Court of Victoria and other relevant courts and tribunals.
- Understanding of and ability to participate in professional supervision.
- Demonstrated capacity to actively seek out opportunities for personal and professional development.
- Use a range of IT/web-based applications to manage workflow in accordance with organizational guidelines and privacy principals.
- Keep accurate and complete records of your work activity in accordance with organizational requirements, information security and privacy policies and requirements.

Personal qualities and attributes

- Ability to work effectively in, and contribute to, a positive and productive team environment.
- Commitment to the values of CatholicCare.

Other requirements

- A Victorian Driver Licence.
- A current Australia Wide Police Check.
- A current Working with Children Card.

JOB SCOPE

Roles reporting to this position:	<ul style="list-style-type: none">• None
Key stakeholders – internal:	<ul style="list-style-type: none">• Team Leader and Community Services Manager, Western Region
Key stakeholders – external:	<ul style="list-style-type: none">• Clients and their families
Budgetary accountability:	<ul style="list-style-type: none">• None
Confidentiality of information:	<ul style="list-style-type: none">• High

JOB CONDITIONS

The incumbent in this role is authorised to act as a family counsellor on behalf of CatholicCare in accordance with section 10C(1)(b) of the Family Law Act.

Conditions of Employment are in accordance with the Centacare Catholic Family Services (CCFS) Employment Agreement 2008. CCFS changed its name to CatholicCare on 4 April 2011, but the Centacare Catholic Family Services Employment Agreement 2008 endures until it is re-negotiated and updated.

CatholicCare has Public Benevolent Institution tax status; our employees can reduce their taxable income through salary packaging and thereby increase their take-home salary.

All staff employed by CatholicCare are expected to perform their work in a manner consistent with the mission and practice framework of the organisation.

There may be occasions when overtime is necessary to complete tasks; however, this is not the norm.

SIGNATURES

Employee:	Date:
Senior Manager/Director:	Date:
Director Human Resources:	Date: