

Position Description Schedule A

Specialist Family Violence Practitioner

Approved by Tony Johannsen | Last updated on 16/03/2023

Position overview

Position title	Specialist Family Violence Practitioner
Team	Bayside Adult Clinical Team (TaskForce) / Family Safety (Family Life)
Employment type	Permanent full-time
Hours per week	38 hours per week / includes working 2-3 evenings a week
Location	Frankston and Sandringham
Reports to	Bayside Adult Clinical Manager (TaskForce) & Team Leader, Family Safety (Family Life)
Direct reports	Nil

About Family Life

Family Life is a leading provider of family services throughout Melbourne. The organisation is renowned for its innovation, impact and whole-of-community approach. With strong local networks, and extensive experience in supporting complex, vulnerable families through therapeutic practices, Family Life is able to support the rapid and effective implementation of the project. Family Life have run Family Violence services for over 20 years and continue to deliver Men's Behaviour Change (MBC), Women's and Children's Counselling and other therapeutic and case management responses for people impacted upon by Family Violence. Family Life are part of the Bayside Peninsula Support and Safety Hub which reflects reform to Family Violence response and intake services. Family Life was recognised for innovation as one of the top ten Australian not-for-profits (2016).

About TaskForce

TaskForce Community Agency (TaskForce) plays an important role across communities in southeast Melbourne, whether helping individuals and families due to challenges with alcohol and other drugs or family violence, or enabling people through education, training, and employment. Operating for 50 years, we aim to help realise the potential of every client, through achieving outcomes and working towards healthier lives, relationships, and communities.

Statement of commitment to Diversity & Inclusion

TaskForce is committed to providing culturally safe, inclusive, and accessible services and work environments where all individuals feel supported and affirmed. We aspire to work in solidarity and alliance with Aboriginal and Torres Strait Islander peoples and acknowledge them as the traditional owners and custodians of the land. TaskForce values diversity, inclusion and social justice and is dedicated to actively addressing discrimination and ensuring every individual is treated with dignity and respect. We honour and celebrate our differences and uniqueness in culture and linguistic background,

ethnicity, sex, gender identity, intersex status, sexual orientation, age, disability status, health status and religious or spiritual beliefs.

Statement of commitment to Child Safety

TaskForce is a child safe organisation. We are committed to the safety and wellbeing of all children and young people, and ensuring they feel safe and empowered in our programs and services. We respect and listen to children and young people. We take their concerns seriously and support them to meet their potential and thrive. This is a responsibility shared by all the people who work or volunteer at TaskForce or who are part of the wider TaskForce community.

We value diversity, inclusion and equity. We support the cultural safety, participation and empowerment of Aboriginal children and young people, children and young people from culturally and linguistically diverse backgrounds, LGBTIQ+ children and young people, and children and young people with disability.

We do not tolerate neglect or mistreatment and have zero tolerance for abuse of any kind. Safety concerns will be treated very seriously. Where appropriate, and safe to do so, we will always discuss concerns with families, carers and the community to encourage planned and joint action. We have legal and moral obligations to contact authorities when we are worried about a child's safety, and we will follow those procedures rigorously.

Our values

- We **start with care** | We are here to meet participants where they are at, to support, empower and respect them and each other in the work we do. We commit to behaviours that demonstrate our care and compassion, bringing out the best in everyone in every interaction.
- We **always listen** | We are here to listen, to think of the whole of a person in every connection. We commit to listening, learning, responding, and adapting to the needs of our clients, our staff, and our partners.
- We are **non-judgmental** | We are here to help everyone belong; to realise their potential. We commit to supporting every person who walks through our doors or engages our services without judgment.
- We are **continuously learning** | We are here to learn, innovate and bring the highest quality of service to our participants. We commit to seeking out and sharing knowledge within and beyond our sector and from our communities, not standing still in our models of care and program offers.

Our principles

- We are **client-centred** | The voice and lived experience of clients guides our work, practice and approach.
- We are **inclusive** | We welcome everyone into our service, continually striving for equity in access.
- We are a **wraparound service** | We look beyond the one area of need, supporting participants throughout their journeys.

- We **always work together** | We recognise that we can't act alone and know collaboration internally and externally is critical to success.

About the program

TaskForce will work in partnership with Family Life to deliver the Court Mandated Counselling Order Programs (CMCOP), providing Men's Behaviour Change Intervention Programs to men who have perpetrated violence.

TaskForce and Family Life aim to foster cross-sector collaboration to provide a holistic multidisciplinary approach to client care. Each partner has a long history of providing high-level specialist family and AOD services in the catchment and has extensive experience with the client group, including those with co-occurring mental and physical health issues and complex social and forensic needs.

The Family Safety team is a client-centred, trauma informed service, designed to provide counselling and support to families experiencing relationship difficulties. The team provides specialist family violence services to men, women and children who have, or are currently experiencing family violence. In addition, the team provides accountability and behaviour change services for perpetrators of family violence, through individual interventions and group work.

The CMCOP, a key component of the Specialist Family Violence Practitioner's work, provides Men's Behaviour Change Intervention Programs through 20-week group or individual sessions. The program will work with men who have been directed to attend by the Magistrates Court Victoria. CMCOP will be delivered in a Family Life led partnership with TaskForce and integrated within Family Life & TaskForce broader suite of Family Violence Services.

Men will either directly enter a MBCP rolling group format following an intake at the court or they will undertake pre-group readiness through individual sessions. Men with high complexity may be scheduled for a closed group.

The aim of the program is to help men gain awareness and insight into the impact of their violence and work towards behaviour change, ultimately working towards keeping women and children safer in our community. A holistic, wraparound service approach will be taken with TaskForce specialisation to enable a primary focus of AOD and dual diagnosis interventions.

About the position

Key objectives

The Specialist Family Violence Practitioner provides intensive, innovative, and holistic interventions to men, who have perpetrated or experienced family violence.

Key responsibilities

Professional

- Conducting professional intake and assessment for men who have perpetrated or experienced family violence
- Co-facilitating 2-3 Men's Behaviour Change groups, including after-hours group facilitation

- Providing individual counselling and case coordination services to men
- Delivering the Dad's in Focus program, using a parenting lens to assist fathers who have used family violence, to gain awareness of the impact their violence has had on their children and working with them to achieve behaviour change
- Conducting ongoing risk assessments and developing safety plans to mitigate risk and ensure safety
- Providing AOD subject matter expertise to the team of Specialist Family Violence Practitioners
- Ensuring that the needs and safety of the families take priority at all times
- Delivering services to quality standards, complying with relevant legislation and contractual requirements
- Maintaining professional documentation and administrative systems according to program and legislative requirements, including planning and documentation of group and education programs
- Attending regular reflective practice groups, which explore the role privilege plays with particular reference to sexism across the Family Violence and Family Services sector.

Child and Young People Safety

- Follow and comply with TaskForce's Child Safety and Wellbeing Policy and TaskForce's Code of Conduct for Working with Children and Young People
- Support children and young people to feel safe and empowered in our programs and services
- Report concerns about a child or young person's safety to authorities (as per TaskForce policy).

Diversity and Inclusion

- Follow and comply with TaskForce's Diversity, Inclusion and Equal Opportunity Policy and TaskForce's Code of Conduct
- Support the diversity priorities as outlined by the organisation
- Not engage in discrimination or harassment of any kind.

Skills and experience

Essential qualifications

- Bachelor's degree in Social Work, Counselling, Psychology, or a relevant field, and/or with specialisation in Male Family Violence.

Essential skills and experience

- Working knowledge of the complexities of family violence
- Experience co-facilitating Men's Behaviour Change Programs and providing Family Safety Contact Work
- Demonstrated experience with separation, family Law, mental health, sexual abuse, alcohol and other drugs and family violence issues

- Demonstrated clinical experience working with multidisciplinary teams to provide a high level of performance and innovation, preferably relating to Family Relationship/Family Support areas
- Demonstrated ability undertaking assessments and working effectively with parents, individually and in small groups, who have experienced high levels of conflict
- Experience working with and understanding developmental and therapeutic needs of children, who have experienced trauma, abuse and neglect
- Ability to respond to challenging behaviours and an understanding of the origins of these behaviours, when working with children including trauma and attachment
- Counselling experience, with a particular emphasis on working with men who have used violence and their families
- Demonstrated understanding of interventions for reducing alcohol and drug related harm, and the ability to apply a range of therapeutic approaches
- Information technology skills, including proficiency in Microsoft Office suite and client management systems.

Other essential attributes

- Demonstrate understanding of the importance and application of inclusive practice when working with people from diverse communities, such as cultures, genders, sexualities, bodies, abilities, spiritualities, ages and backgrounds
- Be able to self-regulate and self-monitor own behaviours, practice self-reflection at all times, display a commitment to realistically assess own personal strengths, limitations, biases, and effectiveness, and remain open to feedback and constructive criticism

Terms and conditions

- The incumbent will be provided with a mobile phone and access to the use of a pool vehicle for business travel.
- Employment conditions are in accordance with the Social, Community, Home Care and Disability Services Industry Award 2010 Level 6 (include level if applicable).
- As an organisation with public benevolent institution (P.B.I.) status, TaskForce offers all staff the opportunity to take up generous Salary Packaging.

To be employed in this position a person must:

- Be prepared to travel between the sites to meet the requirements of the job and to work out of various partnership locations
- Undergo a Police Check and a Working with Children Check. Offers of employment are subject to the results of these checks
- Hold a current driver's license
- Be eligible to work in Australia

- Familiarise themselves with, and observe all TaskForce business, community, therapeutic and human resources policies, procedures and practices
- Complete the TaskForce Online Induction within the first week of employment
- Participation in family violence identification and risk assessment training
- Comply with and support TaskForce's commitment to Diversity and Inclusion and Child Safety as detailed in this position description
- Follow TaskForce's codes of employee conduct, promote the interests and reputation of the agency and refrain from acting in way that would conflict with the best interests of TaskForce.

