



Quantum
Support Services

**Specialist Family Violence
Practitioner Brief Intervention**
Position Description
Family Violence

Stage: Issued
Version: 2.005018
Issued: 14/10/2020
Next Review: 14/10/2023

Position Title:	Specialist Family Violence Practitioner Brief Intervention
Location:	Quantum office location as per employment agreement.
Hours of Duty:	As per Employment Agreement.
Duration:	Fixed term to June 2021.
Position Funding:	Funding is provided through the State and/or Commonwealth Government.
Salary:	Salary & conditions are as per the Quantum Enterprise Agreement 2015 and the Social, Community, Home Care and Disability Services Award (SCHADS). Salary packaging is available.
Classification:	Level 5
Reports to:	Practice Leader Family Violence

Our Vision, Core Principles and Goals:

Our Vision:

Quantum serves to enrich the wellbeing of Gippslanders.

Core Principles:

- We are inclusive
- We are accountable
- We strive for sustainable outcomes
- We are proactive
- We show care
- We are agile and adaptive

Our Values:

Quantum recognises that values driven activities and relationships are essential to the successful achievement of our Vision and a vibrant organisation. These values guide our behaviours, planning, service delivery and relationships

Our values define who we are and what we stand for:

Respect: <i>Quantum values the worth and contribution of others and embraces treating people fairly and without discrimination</i>	Integrity: <i>Quantum values being ethical and professional in our conduct</i>	Empowerment: <i>Quantum values sharing our knowledge to promote the choices and decision-making capacity of others</i>
--	--	--

Diversity and inclusivity are important to Quantum and we are committed to ensuring our workplace reflects this. Women, Indigenous Australians, people with a disability, people from culturally and linguistically diverse backgrounds and lesbian, gay, bisexual, transgender diverse and intersex people are encouraged to apply for director's role.

Primary Position Objectives:

The role will be expected to provide brief intervention support to clients referred by The Orange Door – Inner Gippsland Area (The Orange Door), prior to allocation to Case Management. The role will deliver crisis response interventions, triage new referrals, engage in service planning, coordinate referrals, and, work collaboratively with the Family Violence team to support risk assessment and planning.

The role will also provide interim support to women and women with children experiencing family violence and will respond to Motel Outreach referrals from The Orange Door and Safe Steps.

The role will liaise with the Practice Leader Family Violence and the Hub Team Leader to coordinate new referrals from The Orange Door, and, to allocate referrals requiring ongoing case management support.

It is anticipated that some referrals from The Orange Door may be resolved within the period of engagement with the Brief Intervention Practitioner and may not require ongoing case management support.

Duties and Responsibilities:

Family Violence	<ul style="list-style-type: none"> • Works within a feminist perspective to empower and increase the safety of women and children • Understands the physical, emotional, psychological and behavioural impact of trauma and abuse on clients
------------------------	--

	<ul style="list-style-type: none"> • Demonstrates knowledge of family violence including context, principles, philosophies, policies and legislation • Understands and applies family violence models, approaches, theories and practice when dealing with clients • Uses MARAM risk assessment tools to assess levels of risk, harm and wellbeing, including imminent risk • Respects client confidentiality and understands how to collect, record and share information in line with the Family Violence Information Sharing Scheme • Respects diversity and works in a culturally sensitive manner • Participates in community education by providing and disseminating information and increasing the awareness of the impact of family violence on our community to other agencies, community groups etc.
Coordination	<ul style="list-style-type: none"> • Identifies, assesses and prioritises risk and needs of women and children experiencing family violence • Recognises and identifies interrelated issues and needs and how they impact on the presenting needs • Manages time and responsibilities and is able to work autonomously • Adjusts work priorities to address urgent matters • Makes sound timely decisions to enable effective service delivery • Is proactive and self- motivated and able to achieve key outcomes to required timeframes
Administration	<ul style="list-style-type: none"> • Records client information accurately and objectively within required timeframes • Maintains client records/files in line with Agency and legislative requirements • Uses technology and software applications effectively in accordance with task requirements
Client Service Delivery	<ul style="list-style-type: none"> • Educates and assists clients regarding their rights, responsibilities, including participation and empowerment strategies • Establishes and maintains appropriate boundaries • Works effectively with clients with complex needs • Liaises and networks effectively with key internal and external stakeholders • Demonstrates knowledge of exit planning and identifies ongoing supports for clients
Communication	<ul style="list-style-type: none"> • Recognises and respects differences in culture, style and viewpoint • Reflects and promotes expected standards of behaviour and codes of conduct • Communicates in an empathetic, clear and non-judgemental manner
Continuous Quality Improvement	<ul style="list-style-type: none"> • Commits to working in a continuous improvement environment • Reflects on practice • Participates in reviews of policies, programs and service delivery • Identifies opportunities for improvement and acts to implement improvements • Contributes to evidence based practice
Agency Participation	<ul style="list-style-type: none"> • Participates in regular supervision, review and individual planning, including the identification of training needs, provided by People, Learning and Culture Manager • Contributes to a positive organisational culture; resolving conflict in a professional manner in accordance with agency policy and procedures and maintaining regular and professional communication with all relevant colleagues and management • Participates and operates effectively within a team environment and attends and contributes to team meetings and agency staff meetings • Supports and provides guidance to new employees and student placements
Health and Safety	<ul style="list-style-type: none"> • Promotes a safe workplace for colleagues and clients in accordance with OH&S legislation and Equal Opportunity Practices in accordance with Quantum policies and procedures. • Manages and documents critical incidents as per Quantum and DHHS CIMS reporting requirements • Performs all duties in a safe manner and is conscious of the safety of self, other workers and clients in all interactions. • Gives consideration to and recommends reasonable wellbeing initiatives that could benefit Quantum Staff. • Maintains appropriate levels of self-care

Key Selection Criteria:

Required

- Tertiary qualification in Social Work/Social Sciences or other relevant field
- Relevant experience within the Community Services Sector
- Ability to identify and assess family violence risk; to complete safety planning and prioritise safety of women and children using the MARAM framework and to implement case management frameworks
- Demonstrated experience in working in crisis response initial assessment, including the ability to remain calm, positive and task focused
- An understanding and commitment to feminist philosophy
- An understanding of the social and political issues impacting women and children experiencing family violence
- An understanding of the key legislative, policy, practice and theoretical frameworks
- Demonstrated skills and experience in engaging and working with women and children who have been impacted by family violence.
- Demonstrated understanding of and experiencing in using relevant software and devices.
- Strong written and verbal communication skills

Desired

- Experience working in the family violence sector
- [Understanding of local service system and referral pathways](#)

Mandatory Requirements:

As per required in Key selection criteria.

Conditions of Employment:**Required**

- Current Working with Children Check (full not voluntary)
- Current Victorian Police Check (with no findings)
- Current Victorian Driver's Licence
- [Compliance with Quantum's Child Safe Standards](#)

Accountability:

Stream Manager Family Violence

Revision History:

Created 27th May 2020
revised 14th October 2020

Acknowledgement:

Please sign and date to acknowledge you have read and understood this position description.

Employee:

Name: _____

Signature: _____

Date: ____/____/____

Manager

Name: _____

Signature: _____

Date: ____/____/____

9:09:43 AM