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POSITION DESCRIPTION



Position Title:	Advanced Family Violence Practice Leader (Inner)
Location:	The Orange Door Inner Gippsland (Morwell) but outreach to Warragul and Leongatha/Wonthaggi
Reports To:	Family Violence Manager (The Orange Door)
Hours of Duty:	As per the Employment Agreement
Salary Classification:	SCHADS Award Level 8
Position Number:	10098

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About Quantum

Quantum Support Services has been operating in the Gippsland region since 1987. During this time, the organisation has built a strong reputation in achieving outcomes for the local community. We are a not-for-profit support service, which means that all funds are used to support the community. We offer services to clients at our sites and outreach to clients living across Gippsland. The range of services we provide include:

- Homelessness including youth crisis accommodation
- Tenancy advocacy and support
- Connecting people with the community such as assisting people experiencing vulnerability with health services and other support providers
- Family violence support for women and children
- Youth programs
- Out of Home Care including Foster Care

Quantum believes the celebration of diversity makes us and the community stronger. We are committed to embracing everyone's individual differences and recognises that we all have diverse life experiences that may be influenced by age, ability, social and financial status. Quantum supports everyone's right to feel respected, safe, welcome and valued.

In undertaking this role with Quantum, you are expected fulfil the obligations set out in this role description and any other duties that reasonably fit within the level and scope for this role.

Primary Position Objective

The Advanced Family Violence Practice Leader is a practice leadership position in each Support and Safety Hub (Hub). The role will in close partnership with the Hub Manager, other Practice Leaders and Team Leaders to lead family violence practice and support secondary consultations with internal and external service providers.

The role is responsible for providing practice leadership on risk assessment, risk management and planning for family violence and providing expert advice to the Hub workforce in relation to complex family violence cases and perpetrator interventions. It will also proactively build specialist evidence-based family violence knowledge and capability across the Hub workforce.

Duties and Responsibilities	
<p>Leading and supporting family violence practice</p>	<ul style="list-style-type: none"> • Providing specialist secondary case consultation and technical input on complex family violence cases and perpetrator interventions. • Providing specialist family violence expertise to the process of intake and assessment of responses to children's safety and wellbeing. • Co-working and providing daily specialist family violence support (as requested and required) for Team Leaders. • Where appropriate, jointly managing a small caseload of complex and/or sensitive family violence cases. • Working with other practice leaders, Hub Team Leaders, and Hub practitioners where appropriate, to identify and resolve practice issues as they arise, especially where there are issues about family violence cases. • Supporting practitioners to understand the tactics of coercion, power and control used by perpetrators of family violence and to apply strategies to hold perpetrators to account. • Operating with autonomy and accountability in supporting specialist family violence practice. • Prioritising and approving Central Information Point (CIP) requests. • Prioritising and approving referrals to the Risk Assessment and Management Panel (RAMPs) by working collaboratively with the RAMP coordinators to support multi-agency responses to people referred for RAMP. • Liaising with and providing specialist or secondary consultation to organisations and services within the Hub network in order to discuss direct service issues and ensure ongoing safety of victim survivors. • Keep accurate and complete records of your work activities in accordance with legislative requirements and the Victorian Government's records, information security and privacy policies and requirements. • Take reasonable care for your own health and safety and for that of others in the workplace by working in accordance with legislative requirements and occupational health and safety (OHS) policies and procedures.
<p>Leading, mentoring and developing Hub Practitioners and Team Leaders in family violence practice</p>	<ul style="list-style-type: none"> • Building capability to deliver specialist family violence responses to victim survivors, children and families and perpetrators, informed by client experience and in line with the Integrated Practice Framework and relevant legislative frameworks (including the Children, Youth and Families Act 2005 and Child Wellbeing and Safety Act 2005). • Supporting practitioners to engage effectively with those accessing services, identify and assess family violence risk, manage risk and prioritise safety and provide effective services. • Ensuring Hub practitioners are up to date with any developments in the evidence or practice of family violence risk assessment, risk management and planning and perpetrator interventions. • Providing practitioners with relevant information, resources and tools, to support safe and effective family violence responses as part of a collaborative, multi agency practice approach. • Modelling and supporting culturally safe, inclusive and responsive family violence practice. • Modelling collaborative practice approaches and behaviours integral to ethical clinical practice, including accountability and responsibility for decision making. • Supporting professional development of practitioners in partnership with other Practice Leaders, Family Safety Victoria, CSOs, DFFH, Aboriginal organisations and other local workforce and training planning initiatives. • Contributing to reflective practice for the Hubs team in particular in relation to family violence knowledge and expertise.

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<p>Supporting system and service improvements</p>	<ul style="list-style-type: none"> • Implementing systems and procedures to guide and improve specialist family violence practice, including risk assessment, risk management and planning. • Working in partnership with the Hub Manager, Team Leaders, and other CSO Managers where appropriate, to foster high quality service. • Fostering and facilitating family violence practice innovation. • Providing sound judgement and authoritative advice on risks, priorities, practice issues and opportunities for service improvements to the Hub team, and where relevant the Hub Manager and/or relevant Hub governance groups. • Participating in the monitoring and delivery of projects to respond to local specialist family violence practice needs, ensuring they are delivered in accordance with relevant legislation and government regulations and guidelines. • Building and maintaining positive relationships with key internal and external stakeholders to facilitate a partnership and integrated practice approach. • Managing stakeholders through effective negotiation and influence and harnessing this network to support clients and ensure effective Hub operations.
<p>Agency Participation</p>	<ul style="list-style-type: none"> • Participate in regular supervision, review and individual planning, including the identification of training needs, provided by the Line Manager. • Participate and operate effectively within a team environment and attend and contribute to team meetings and Agency staff meetings. • Commitment to continuous improvement including involvement in the ongoing evaluation and monitoring of both the program's and the agency's service delivery and contribute to future planning. • Contribute to Quantum's policy processes in response to local, State and Commonwealth Government policy changes and reviews. • Maintain requirements for the release of information between services and keep accurate records as required by the Information Privacy Act and other acts relating to information sharing. Maintain requirements in line with Legislation relating to information sharing for the FVISS & CISS as related to the MARAM framework.
<p>Administration</p>	<ul style="list-style-type: none"> • Complete, in an accurate and timely manner, all necessary administrative tasks, including correlation of relevant forms, assessments and evaluations of participants • Maintaining accurate records. • Maintain case files for all program participants. • Reporting on a weekly, monthly basis or as requested.
<p>General</p>	<ul style="list-style-type: none"> • Perform other duties relevant to Quantum Support Services' daily operations as directed by the Supervisor and Quantum Support Services Line Management. • Work with minimal direction and supervision; demonstrate proficiency in literacy, computer skills and time management; and present emotional intelligence, good communication and interpersonal skills.
<p>Health and Safety</p>	<ul style="list-style-type: none"> • Identify and report any safety and wellbeing concerns using the Quantum OHS reporting system and (where applicable) through TOD's OHS reporting system. • Promote a safe workplace for colleagues and clients in accordance with OH&S legislation and Equal Opportunity Practices in accordance with Quantum policies and procedures. • Give consideration to and recommend reasonable wellbeing initiatives that could benefit Quantum Staff.

Key Selection Criteria	
Capabilities	<p>Quantum Capability Framework – Specialist Family Violence (Senior Practitioner Level)</p> <ol style="list-style-type: none"> 1. Engages Effectively <ul style="list-style-type: none"> • Provides input into development of frameworks and tools to underpin work with victim survivors or perpetrators of family violence and supervises others in the application of these frameworks and tools • Develops the capabilities of others to work effectively with victim survivors or perpetrators of family violence • Develops tools and resources to support multidisciplinary practitioners to effectively engage with victim survivors or perpetrators of family violence, including children and young people • Establishes methods and systems within the workplace to foster reflective and culturally safe practice. 2. Identify and Assess Risk <ul style="list-style-type: none"> • Ensures that processes are in place to ensure that specialist practitioners are up to date with any developments in the evidence or practice of risk assessment and risk management • Advocates for victim survivors who have been incorrectly identified as perpetrators. 3. Managers Risk and Priorities Safely <ul style="list-style-type: none"> • Supervises and supports others when providing secondary consultation services, progressing risk management strategies and developing safety plans • Resolves issues of concern or failures in implementation of safety plans with multidisciplinary agencies. • Establishes accountability frameworks within which perpetrator interventions take place • Monitors and evaluates change in perpetrators’ attitudes and beliefs throughout an intervention • Develops, implements and maintains processes that ensure gender accountability between workers • Liaises with other providers in order to discuss direct service issues and ensure the ongoing safety of victim survivors of family violence. 4. Advocates for Reform <ul style="list-style-type: none"> • Provides support, supervision and debriefing to staff and manages issues associated with vicarious trauma including cultural supervision/support as required • Problem-solves a broad range of unpredictable issues which involves analysis, evaluation and the ability to adjust plans and acquire additional resources for victim survivors and/or perpetrators of family violence • Recognises and implements strategies to deal with conflicting priorities across agencies and professionals. 5. Provides Effective Service <ul style="list-style-type: none"> • Makes media comment on issues pertaining to violence against women and family violence • Delivers presentations at conferences and cross sector events • Represents organisation on reference and advisory groups • Convenes coalition and network meetings • Develops collaborations to underpin advocacy activities.
Personal qualities	<ol style="list-style-type: none"> 1. Works collaboratively and builds relationships. 2. Communicates with clarity and recognition of impact on audience 3. Displays Initiative and accountability for work and actions 4. Drive and commitment to high standards of performance 5. Operates with a high level of ethics and cultural safety

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Specialist Expertise	<ol style="list-style-type: none"> 1. A strong knowledge and understanding of the drivers/causes of family violence and child and family vulnerability, as well as the child and family services and/or broader social services sector and their fundamental practices and theories is required. 2. Demonstrated experience in leading family violence practice within complex service delivery contexts, particularly multi-disciplinary and multi-agency approaches to the provision of services to vulnerable children, families and diverse communities is required.
Mandatory Qualifications	
	<ul style="list-style-type: none"> • Appropriate tertiary qualifications with a minimum Bachelor degree (Social Work, Psychology, Family Therapy or Trauma Related Fields) and experience relevant to this position. • Completed application must include a detailed Cover Letter (aligning your response to the Key Selection Criteria) and a current resume that contains or has attached, the name, address and telephone numbers of three referees.

Conditions of Employment	
Required	<ul style="list-style-type: none"> • Provision of valid Working with Children Check (full not voluntary) • Provision of satisfactory Current National Police Records Check prior to commencing employment and every 3 years thereafter. • Compliance with Quantum's Child Safe Standards • Entitlement to work within Australia • 6 months probationary period • The successful applicant must hold a valid Victorian Driver's Licence that is not at risk of cancellation. • The successful applicant must confirm their acceptance of the Offer of Employment from Quantum Support Services Inc. via the People Learning & Culture Portal. • The successful applicant is required to comply with the policies of Quantum Support Services Inc. • This position is subject to an annual Review.

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