

Position title	Men's Practitioner		
Position holder	Vacant		
Program	Orange Door		
Funded by	Department Families, Fairness and Hosuing (DFFH)		
Based at location	Horsham Orange Door		
Responsible to	<ul style="list-style-type: none"> • Orange Door Team Leaders • Manager Family Violence Services and Healthy Communities • General Manager People and Community Support • Chief Executive Officer • HUB Manager • Orange Door Practice Leads 		
Direct reports	<ul style="list-style-type: none"> • Nil 		
Award	Community Health Centre (Stand Alone Services) Social and Community Service Employees Multi Enterprise Agreement 2017		
Classification	SACS Level 4.1 to 5.1		
Hourly rate	\$37.54 to \$42.94	Annual	\$74,179 to \$84,849
Status	Full time		
Hours per week	38		
PD last updated and approved by CEO	January 2022		

Position summary

A key recommendation of the Royal Commission was to establish a network of Support and Safety Hubs across Victoria to provide a new way for women, children and young people experiencing family violence, and families who need assistance with the care and wellbeing of children to access the services they need to be safe and supported. These Hubs are known as The Orange Door.

The Orange Door brings together different workforces and practices to create an integrated Orange Door team and a consolidated intake point in each Orange Door area to create a new way of support for:

- Women, children, young people and families experiencing family violence;
- Perpetrators of family violence;
- Families in need of support with the care, development and well-being of infants, children and young people.

The Orange Door teams includes a mix of staff employed by Family Safety Victoria and staff employed by Community Service Organisations, Aboriginal services and DFFH.

The Men's Practitioner will work collaboratively within multi-agency teams to collaboratively assess risk and act as a first point of contact for clients seeking support. The Men's Practitioner will engage with men who are using family violence to invite accountability and change, along with linking clients into ongoing supports relevant to risk. Our Men's Practitioners play an important role in initial engagement with men who use family violence.

Key responsibilities

1. Engage with men who use family violence - this may include men who feel resistant, indifferent or positive towards support.
 2. Respond to all police referrals, self-referrals and referrals from other community service or support organisations to support perpetrators of family violence and increase the safety for victim survivors and their children.
 3. Use collaborative dialogue that invites accountability for their behaviour, change in violence supporting attitudes and prioritises safety for victim/survivors.
 4. Provide information and support to perpetrators of family violence.
 5. Deliver screening and triage, assessment, crisis responses, service planning and targeted interventions consistent with the Integrated Practice Framework of the Orange Door.
 6. Ensure access and advocacy for service users to relevant services such as cultural support, family violence related services, housing, income security, legal assistance, financial management, parenting support, children's support services and health issues, providing some of these services where necessary.
 7. Work collaboratively within a multidisciplinary team, including victim/survivor and child well-being services, to assess risk and safety plan accordingly.
 8. Participate in shared care planning, collaborative risk assessment and management and triaging within the Orange Door.
 9. Work collaboratively and cooperatively with the staff and organisations that develop the Orange Door team.
 10. Follow direction and utilise the support from the Practice Leaders and Team Leaders within the Orange Door.
 11. Provide a point of contact for secondary consultation, advice and information.
 12. Adhere to relevant frameworks including the Family Violence Information Sharing Scheme, standards, policies and procedures of the Support and Safety Hub.
 13. Contribute to the review, development and implementation of systems, policies and procedures to build and enhance the Orange Door model.
 14. Critically reflect on own practice and engage in individual and group supervision.
 15. Provide supervision and support to students as required.
 16. Other duties commensurate with current skills and experience as agreed with the Team Leader, Manager, General Manager or the Chief Executive Officer.
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Key selection criteria

Qualifications

- Bachelor of Social Work or other equivalent qualification OR
- Willingness to work towards the minimum qualifications
<https://www.vic.gov.au/mandatory-minimum-qualifications-specialist-family-violence-practitioners>

Mandatory:

- Experience working with men who use family violence.

Desirable

- Graduate/Post Graduate qualifications in Men's Family Violence.
- Understanding of the Orange Door service model and vision.

Demonstrated skills, experience and/or understanding of:

- The gendered nature of family violence and the types of violence.
- Working with individuals with complex needs and risk issues in Family Violence.
- The risks associated in working with perpetrators and colluding with perpetrators.
- The application of relevant frameworks and legislation related to Family Violence and Child wellbeing, including the Multi Agency Risk Assessment and Management (MARAM Framework, Information Sharing Schemes, Family Violence Protection Act, Best Interests Case Practice Model and the Child, Youth and Families Act.
- Working within a multidisciplinary team with a focus on integrated and collaborative practice
- Demonstrated attention to detail with well-developed administrative and organisational skills to effectively manage high volumes of work and determine priorities, meet targets and deadlines.
- Ability to maintain confidentiality at all times.
- Demonstrated knowledge and application of computer software, including Microsoft Office and the Internet.
- High level verbal and written communication skills that enable effective and appropriate communication with a broad range of people at all levels.
- Demonstrated ability to contribute to positive workplace culture and practices.

Licences and registrations

- Current Victorian driver licence
- Current National police check (less than 3 months old)
- Current Working With Children Check

Personal attributes

- Ethical and inclusive
 - Self-disciplined
 - Collaborative and supportive
 - Flexible and resilient
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Conditions of employment

This position is full time ongoing and is subject to:

- Successful completion of a six-month probationary period
- Full COVID-19 vaccination status from MyGov or Medicare or
- Certified evidence of medical exemption for COVID-19 vaccination

And requires the following checks:

- Satisfactory police check
- Working with Children Check (where required)

Note: Checks must be obtained and provided prior to commencement as a condition of employment at Grampians Community Health. Where check results are unsatisfactory in relation to the role to be carried out, the offer of employment will be withdrawn.

Employee acceptance of position:

Employee signature

Vacant

Date