

<b>Position title</b>	Specialist Family Violence Practitioner		
<b>Position holder</b>	Vacant		
<b>Program</b>	Orange Door		
<b>Funded by</b>	Department Families, Fairness and Hosuing (DFFH)		
<b>Based at location</b>	Horsham Orange Door		
<b>Responsible to</b>	<ul style="list-style-type: none"> <li>• Orange Door Team Leaders</li> <li>• Manager Family Violence Services and Healthy Communities</li> <li>• General Manager People and Community Support</li> <li>• Chief Executive Officer</li> <li>• HUB Manager</li> <li>• Orange Door Practice Leads</li> </ul>		
<b>Direct reports</b>	<ul style="list-style-type: none"> <li>• Nil</li> </ul>		
<b>Award</b>	Community Health Centre (Stand Alone Services) Social and Community Service Employees Multi Enterprise Agreement 2017		
<b>Classification</b>	SACS Level 4.1 to 5.1		
<b>Hourly rate</b>	\$37.54 to \$42.94	<b>Annual</b>	\$74,179 to \$84,849
<b>Status</b>	Full time		
<b>Hours per week</b>	38		
<b>PD last updated and approved by CEO</b>	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 Specialist Family Violence Practitioner will work collaboratively within multi-agency teams to collaboratively assess risk and act as a first point of contact for victim survivors at the orange Door. This role will aim to ensure women and children experiencing, or who have experienced family violence, are provided with

- Appropriate risk assessment and safety planning
- Presented with the options for referrals and resourcing to assist them in making informed decisions in regard to their situation
- Short term supportive counselling

## Key responsibilities

1. Provide client focussed assistance to victim survivors and their children experiencing family violence, including people who are no longer in abusive relationships, who choose to remain in an abusive relationship and who have never called police or used family violence crisis services.
  2. Respond to all police referrals, self-referrals and referrals from other community service or support organisations, to support victim survivors of family violence.
  3. Provide information and support to victim survivors and their children, living in or escaping from situations of family violence.
  4. Undertake comprehensive risk assessment for all referrals and utilise a detailed safety plan to inform a short-term case plan.
  5. Deliver screening and triage, assessment, crisis responses, service planning and targeted interventions consistent with the Integrated Practice Framework of the Orange Door.
  6. Encourage victim survivors of family violence to make empowered culturally appropriate decisions about their future.
  7. 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.
  8. Work collaboratively within a multidisciplinary team, including perpetrator and child well-being services, to assess risk and safety plan accordingly.
  9. Participate in shared care planning, collaborative risk assessment and management and triaging within the Orange Door.
  10. Work collaboratively and cooperatively with the staff and organisations that develop the Orange Door team.
  11. Follow direction and utilise the support from the Practice Leaders and Team Leaders within the Orange Door.
  12. Adhere to relevant frameworks including the Family Violence Information Sharing Scheme, standards, policies and procedures of the Support and Safety Hub.
  13. Provide a point of contact for secondary consultation, advice and information.
  14. Contribute to the review, development and implementation of systems, policies and procedures to build and enhance the Orange Door model.
  15. Critically reflect on own practice and engage in individual and group supervision.
  16. Provide supervision and support to students as required.
  17. 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 victim survivors of family violence

### **Desirable**

- Sound knowledge of and commitment to Feminist theory, principles and practice, and an understanding of intersectionality and how it relates to 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.
- Applying a trauma informed lens to practice.
- Completing comprehensive risk assessments and safety plans utilising the Multi-Agency Risk Assessment Management (MARAM) Framework.
- The application of relevant frameworks and legislation related to Family Violence and Child wellbeing, including the 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

**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.

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## Employee acceptance of position:

Employee signature

Vacant

Date

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