

Position title	Specialist AOD Family Violence Advisor		
Position holder	Vacant		
Program	Alcohol and Other Drugs		
Funded by	Department of Health		
Based at location	Stawell, Ararat or Horsham		
Reports to	<ul style="list-style-type: none"> • Program Leader AOD • Manager Mental Health and AOD • General Manager Community Services • Chief Executive Officer 		
Direct reports	<ul style="list-style-type: none"> • None 		
Award	Community Health Centre (Stand Alone Services) Social and Community Service Employees Multi Enterprise Agreement 2022		
Classification	SACS 4.1 to SACS 5.1		
Hourly rate	\$43.08 to \$49.28	Annual	\$51,076 to \$58,426
Status	Part time		
Hours per week	22.8		
PD last updated and approved by CEO	August 2024		

Position summary

The Specialist Alcohol and Other Drug (AOD) Family Violence Advisor Program has been developed to contribute towards recommendations 98 and 99 of the Royal Commission into Family Violence. These recommendations require the establishment of specialist family violence advisors to provide expertise to major mental health and AOD services and to ultimately encourage all three sectors to collaborate through the promotion of shared casework models.

This position will provide advice for workers in the AOD sector within their catchment to identify and respond to family violence with their clients, whether they are experiencing family violence or perpetrating family violence.

Building the capacity of these two sectors with specialist family violence knowledge has the potential to enable earlier recognition and intervention and a more consistent service response to victim survivors of family violence and perpetrators at whatever point they enter the health and human services systems.

Key responsibilities

1. Provide advice in relation to the target client group across agencies in the catchment.
2. Support capacity building within the AOD sector through the provision of specialist family violence advice in identifying, recognising and responding to family violence through an agreed shared care model.
3. Support and strengthen networks and collaborations between agencies and across relevant sectors and engage with State-wide SFVA responsibilities and relevant activities.
4. Enhance referral pathways that provide a more integrated and collaborative health and human service system response to family violence.

5. Establish and maintain a strong partnership with Ballarat Community Health (BCH) staff member(s) as the consortium lead for the project. Punctual submission of narrative and data reporting requirements to BCH and GCH.
 6. Assist the AOD workforce to identify family violence related risk and strategies to mitigate those risks for individual clients, to understand and navigate the specialist family violence system and educate staff in the recognition of and intervention into family violence situations for clients of alcohol and other drug services.
 7. Facilitate client information sharing where appropriate and support joint work between AOD services and specialist family violence services to achieve better engagement with services for victim survivors and perpetrators of family violence.
 8. Provide secondary consultation about any specific client experiencing family violence to clarify relevant issues and to provide advice about the client's ongoing management.
 9. Where required advise on assessment of clients at high risk, particularly clients with the most complex presentations.
 10. Enhance quality and consistency of the service response to victim survivors and perpetrators of family violence at whichever point they access the health and human services systems.
 11. Maintain an in-depth knowledge of the specialist family violence support services in the area and the eligibility requirements for such services, including support and safety hubs as they are established.
 12. Keep up to date information on waitlists and alternatives for family violence support services in the area.
 13. Provide supervision and support to students as required.
 14. Willingness and ability to participate in the Needle Syringe Program (NSP).
 15. Other duties commensurate with current skills and experience as agreed with the Program Leader, Manager, General Manager or the Chief Executive Officer.
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Key selection criteria

Qualifications

- Minimum qualification of Bachelor in social work or a related community services discipline.

Mandatory

- Significant experience working in the mental health, family violence and AOD sector with good knowledge of the family violence service system, preferably with supervisory experience desirable.
- Demonstrated experience in interagency liaison, consultation and the building of partnerships with key stakeholders and relevant service sectors, particularly effective negotiation and problem solving in a multi-disciplinary environment.
- Demonstrated understanding of relevant legislation and policy.
- Qualifications that meet the department's AOD Minimum Qualification Strategy (MQS) requirements, minimal skillsets to work in AOD sector:
 - New workers entering the sector without relevant qualifications must obtain a specialist qualification in alcohol and other drugs or addiction at the Certificate IV level or higher to be eligible to work in an alcohol and other drug service funded by the department.
 - New workers entering the sector who have a health, social or behavioural science tertiary qualification are required to undertake four core induction competencies or complete a specialist qualification in alcohol and other drugs or addiction at the Certificate IV level or higher.
- A significant understanding of:

- a) the gendered nature of family violence and the social and systemic issues affecting women and children.
- b) the dynamics of family violence, including perpetrators' pattern of coercive control and behaviours.
- c) the impact on children and the ability of the protective parent to safely parent.
- d) the structure and nature of the specialist family violence service system, with a focus on local specialist family violence support services and approaches in the local area, and the mechanisms they employ to restore and enhance safe, child-centred parenting.
- e) the interface between specialist family violence services and other service systems, particularly child protection.
- f) the relationship between family violence and substance misuse in the context of AOD treatment services, and its implications for AOD service delivery.

Desirable

- Membership or eligibility for membership with ACA, APS, AASW.
- Demonstrated ability to articulate and apply a practice framework focused on engagement and assessment, including extensive knowledge and experience of risk assessment frameworks and the Best Interests Case Practice Model, in the context of family violence.
- In depth knowledge and understanding of Family Violence Risk Assessment and Risk Management (CRAF and its successor, MARAM), and Family Violence Information Sharing and Child Information Sharing Schemes.

Demonstrated skills and experience

- 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 Employee Working with Children Check

Personal attributes

- Empowering
- Professional
- Inclusive
- Compassionate
- Courageous

Conditions of employment

This position is ongoing and is subject to:

- Successful completion of a six-month probationary period

And requires the following checks:

- Satisfactory police check
- Employee 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.

Required training

- MARAM Brief and Intermediate.
 - Cultural awareness training.
 - Family Violence Information Sharing Scheme (FVISS).
 - Child Information Sharing Scheme (CISS)
 - Sentrient online learning management system courses as required.
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Employee acceptance of position

Employee signature

Vacant

Date
