

Position Description

Title	Clinical Learning Facilitator – Family Violence Practice Social Work Grad Year
Business unit	Child and Family Services, Southern Melbourne
Location	60-64 Wells Street, Frankston (The Orange Door Bayside Peninsula), and other locations as required
Employment type	Part time (15.2 hours per fortnight) Maximum term until 30 June 2022
Reports to	Principal Strategic Advisor Bayside Peninsula Area (PSA)

About Uniting

Uniting Vic.Tas is the community services organisation of the Uniting Church. We've been supporting people and families for over 100 years. We work alongside people of all ages in local communities in Victoria and Tasmania. Our services reach to Albury-Wodonga in the north, Mallacoota in East Gippsland, the Wimmera region in the west, and across Tasmania.

We empower children, young people and families to learn and thrive. We're there for people experiencing homelessness, drug and alcohol addiction or mental illness. We support people with disability to live the life they choose. We assist older people to maintain their independence and enjoy life. We provide opportunities to access training and meaningful employment. We're proud to welcome and support asylum seekers to our community. We work to empower people with the information, skills and tools they need to live a healthy, happy life.

As an organisation, we work in solidarity with Aboriginal and Torres Strait Islander people as Australia's First Peoples and as the traditional owners and custodians of this land. We celebrate diversity and value the lived experience of people of every ethnicity, faith, age, disability, culture, language, gender identity, sex and sexual orientation. We welcome lesbian, gay, bisexual, transgender, gender diverse and non-binary, intersex, and queer (LGBTIQ+) people at our services. We pledge to provide inclusive and non-discriminatory services.

Our purpose: To inspire people, enliven communities and confront injustice

Our values: We are imaginative, respectful, compassionate and bold

1. About the Family Violence Practice Social Work Grad Year Program

The Family Violence Practice – Social Work Graduate Year Program Model has been developed by the Bayside Peninsula Integrated Family Violence Partnership (BPIFVP) as a workforce strategy to address an ongoing skill shortage in the Bayside Peninsula area.

The program which commenced in 2018 provides support for social work graduates in their first year in the family violence sector.

This program aims to:

- Contribute to the development of a workforce able to respond to sector reforms, in particular to staff the Safety and Support Hubs
- Enable graduates to build on the generic knowledge and skills acquired throughout their Master of Social Work degree
- Enable graduates to then acquire more specific and specialised theoretical and practice knowledge, skills and attributes in family violence practice

Family Safety Victoria (FSV) through the 10 year Industry Plan has committed to expanding this program across the state with a second area to commence in 2022.

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2. Position purpose

- The role is a senior, specialist position in the Orange Door program in Victoria, that drives innovation and develops work practices and procedures, that meet the learning needs of Family Violence Social Work Graduates.
 - The role will make decisions on and provide expert advice to the BPIFVP and Family Safety Victoria on the learning needs of the Social Work Grads working in the Orange Door
 - The Clinical Learning Facilitator will control and lead the development and delivery of individual learning plans and customised teaching and learning resources to develop the practice skills and knowledge of Social Work Graduates working in a Support and Safety Hub Practitioner Role, at the Orange Door Frankston and other access points
 - The role will make decisions to ensure the Social work graduate Hub Practitioners are supported to meet the role requirements.
 - Position operates from Frankston location and may also work across the access points at Prahran and on the Mornington Peninsula, or online.
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3. Scope

Budget: nil

People: nil

4. Relationships

Internal

- Principal Strategic Advisor (PSA)

External

- Bayside Peninsula Integrated Family Violence Partnership
 - FV Social Work Graduate program Convenor and Steering Committee
 - Hub practitioners, Team Leaders, Practice Leads and Managers
 - University Social Work Departments
 - AASW Victorian Branch
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5. Key responsibility areas

Service delivery

- Establish the Clinical Learning Facilitator role within the context of the Bayside Peninsula Orange Door
- Undertake participating Social Work Graduates' learning needs analysis
- Drive initiatives and recommend solutions to complex problems whilst promoting a positive and collaborative workplace
- Establish initiatives to build the expertise, understanding and capabilities of Social Work Graduates to deliver trauma and psychological informed practice
- Establish evidence-based training and professional development initiatives, that meet competence requirements, including:
 - identify, assess and prioritise risk and needs of women and children, families and perpetrators, within a multi-disciplinary team
 - respond to complex crisis matters and provide targeted interventions and solutions
 - identify when a Central Information Point request is required

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- submit requests to a Support and Safety Hub Team Leader for allocation into core services for clients
- Develop flexible funding and brokerage proposals on behalf of clients, in accordance with brokerage guidelines
- record accurate and comprehensive client information on the CRM system
- Ensure Graduate practice is consistent with the Integrated Practice Framework, Operational Guidelines, Service specifications and relevant risk assessment tools and frameworks
- Provide expert advice to the BPIFVP and FSV on the delivery of specific and specialised theoretical and practice knowledge, skills and attributes in family violence practice specific to the Social Work Graduate's learning needs
- Collaborate with the Principal Strategic Advisor and BPIFVP to identify, develop and maintain strategic partnerships to ensure stakeholder engagement in the Grad program
- Provide expert advice to the Community of Practice Convenor, Manager, Team Leaders, and Orange Door Staff to deliver the program's strategic objectives

Personal accountability

- Compliance with Uniting's values, code of conduct, policies and procedures and relevant government legislation and standards where relevant.
- Cooperate with strategies to actively ensure the safety, protection and well-being of children who come into association with us.
- Ensure appropriate use of resources.
- Work collaboratively with Uniting (Victoria Tasmania) employees and external stakeholders in accordance with Uniting's values and professional standards of behaviour.
- Actively participate in initiatives to maintain, build upon and promote a positive and collaborative workplace.
- Identify opportunities to integrate and work collaboratively across teams.
- Take reasonable care for your own health and safety, and health and safety of others (to the extent required).
- Promote a positive safety culture by contributing to health and safety consultation and communication.
- Promptly respond to and report health and safety hazards, incidents and near misses to line management
- Attend mandatory training sessions (i.e. equal employment opportunity, health, and safety) and mandatory training specific to position.

6. Person specification

Qualifications and requirements

- Essential: Degree in Social Work, Psychology or a related tertiary qualification relevant to the role
- Desirable: Post graduate qualification in Social Work or Psychology
- Certificate IV in Training and Assessment or equivalent teaching qualification
- Drivers Licence valid in Victoria
- The ability to work flexible hours to meet the needs of the participating Social Work Graduates

Experience and competencies

- Strong initiative and problem solving capability, in order to establish the new role with minimal direction
- Demonstrated ability to establish strategic relationships
- Demonstrated ability to support graduates learning through the facilitation of training and reflective practice sessions
- Demonstrated ability to motivate and guide learners to optimise their learning outcomes

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- Ability to effectively identify and resolve complex issues in the learning environment and apply key conflict resolution skills
- Demonstrated understanding of trauma-informed practice and the ability to assist graduates to embed practice in their work
- Demonstrated ability to deliver high quality practice development activities
- Demonstrated ability to assess and manage risk for women, children and men who are/have experienced family violence
- A commitment to work within an integrated model of practice
- Excellent written and verbal communication skills, with a capacity to communicate effectively and in a timely manner with social work graduates, external agencies, and other associated professionals
- Demonstrated planning, organisational and time management skills
- Demonstrated knowledge of practices to engage and assure the cultural safety of clients from a diverse range of backgrounds, including those from an Aboriginal, Torres Strait Islander or CALD background, or the LGBTIQ+ community
- Knowledge in other relevant industries that are associated with family violence (e.g. mental health, AOD, family counselling, men's behaviour change, etc.)

Core selection criteria

- **Values alignment:** ability to demonstrate and authentically promote Uniting's values.
- **Communication:** excellent written and verbal communication skills; excellent interpersonal skills; ability to prepare in-depth business cases and reports
- **Leadership:** strong leadership and management skills and knowledge within a complex service delivery environment; ability to build strong, and align with organisational objectives and goals
- **Problem-solving:** proven ability to take a solution-focused and strengths based approach within a complex, ambiguous and evolving community services environment
- **Program and service development:** significant experience in the leadership and development of programs and services in a complex environment; extensive experience co-designing, developing and evaluating programs and services with consumers and/or communities
- **Stakeholder relationships:** strong negotiation and influencing skills; ability to engage, build and maintain strong, mutually beneficial relationships with stakeholders

7. We are a child safe organisation

Uniting is a child safe organisation and is committed in everyday practice to ensure the safety and wellbeing of all children, at all times. As a child safe organisation, employment with Uniting is subject to a satisfactory national (and international where relevant) police check and relevant Working With Children Check (and NDIS Worker Screening Check where relevant) to your State prior to commencement of any paid or unpaid work and/or participation in any service or undertaking.

This position description is subject to review and may change in accordance with Uniting's operational, service and consumer requirements.
