

Position Description

Title	Case Worker
Business Unit	Integrated Family Violence Program
Location	61 Riggall Street, Broadmeadows
Employment type	Full Time/Part Time, Maximum Term
Reports to	Team Leader, Integrated Family Violence Program

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. Position purpose

Uniting delivers an integrated whole of family approach to family violence, including responding to men who perpetrate family violence and the women and children who experience it. The Integrated Family Violence Program (IFVP) works very closely with Hume Moreland Child FIRST/Integrated Family Services, the Courts, Police, Family Violence Services and other Community Organisations to address the risk, safety and support needs of women and children experiencing Family Violence.

The Integrated Family Violence Case Worker will provide risk assessment, safety planning and case management to women and their children impacted by Family Violence. The role will also include a duty work function, providing secondary consultations to professionals and individuals and completion of referrals as required.

2. Scope

Budget: nil

People: nil

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3. Relationships

Internal

- Integrated Family Violence case managers
- Programs Managers
- Team Leaders
- Uniting Staff

External

- Integrated Family Violence case managers
 - Programs Managers
 - Team Leaders
 - Uniting Staff
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4. Key responsibility areas

Service delivery

- Undertake assessments utilising the Multi Agency Risk and Assessment Management Framework (MARAM) focussing on the presenting risk/s to women and children
- Safety Planning with women to support their safety and the safety of their children
- Develop case plans including clearly defined goals in collaboration with women
- Provide case management (including completion of Family Violence Flexible Support Packages)
- Undertake intake functions and referrals
- Arrange case conferences where required and undertake regular case reviews with women
- Develop and implement group-work activities with women and/or children
- Maintain up-to date case notes and data records for each client
- Attend and participate in network meetings, forums, and events (as required)
- Undertake regular supervision and performance review with line manager, providing feedback to promote collaborative working relationships
- Promote and maintain a positive, respectful, and enthusiastic work environment
- Provide authentic team leadership and the highest level of professional conduct in alignment with Uniting's values.

General

- Perform any other function in line with authorities, capabilities, and skills that will enhance the performance of Uniting.
- Participate in regular supervision sessions with the Team Leader/Senior Practitioner in line with organisational standards.
- Participate in and contribute to staff processes of reflection, review development and planning, both in general and on occasions specifically designed for these purposes.
- Participate in wider organisation and external agency activities as appropriate.

Professional Development

- Participate in professional development activities related to casework as agreed with the Team Leader that support individual professional development as well Uniting's strategic and operational plans.

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.

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- 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.
- Declare anything that you become aware of through the course of your engagement which may impede your suitability to work with children and/or young people.

5. Person specification

Qualifications

- Bachelor of Social Work or equivalent in line with the mandatory minimum qualification requirements for specialist family violence practitioners

Experience

- Demonstrated experience in risk assessment and ongoing risk assessment and monitoring
- Demonstrated experience in Safety Planning for women and their children
- Demonstrated experience in Family Violence case management
- Extensive knowledge of Family Violence and working within a feminist framework
- Knowledge and experience in a range of intervention strategies and frameworks working within a Family Violence context
- Demonstrated understanding of the feminist framework
- An understanding of the key issues involved for women and children experiencing Family Violence.
- Demonstrated experience in group-work

Core selection criteria

- **Values alignment:** ability to demonstrate and authentically promote Uniting's values
- **Network:** Ability to network and establish sound working relationships with related services, especially other community agencies and the Department of Health & Human Services.
- **Theoretical knowledge:** demonstrated understanding of the feminist framework.
- **Sector experience:** demonstrated experience and understanding of the key issues involved for women and children experiencing Family Violence.
- **Stakeholder management:** Demonstrated capacity to develop and foster excellent working relationships in the sector to assist clients to bring about positive change.
- **Social justice mindset:** A proven commitment to social justice and the development of self-determination.
- **Interpersonal ability:** Highly developed adaptive interpersonal communication skills including the ability to engage and empower others.
- **Self-accountability:** Ability to be self-reliant, motivated and accountable in managing multiple tasks and meeting timelines and targets.
- **Cultural sensitivity:** An awareness of culturally sensitive practice when providing services to Aboriginal CALD and LGBTIQ communities
- **Time Management:** Ability to be self-reliant, motivated and accountable in managing multiple tasks and meeting timelines and targets.
- **Team Work:** Commitment and ability to work independently and as a member of a team

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Other Requirements

- Legal eligibility to work in Australia
- Current Victorian Driver's License
- A satisfactory national police records check is a condition of this position and is repeated every three years and International police check if required
- Current working with Children Check (Victoria)
- Compliance and understanding/familiarity with organisational policies, procedures relevant legislation (Quality management system, Equal Opportunity, Health and Safety)

6. 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.

7. Acknowledgement

I have read, understood, and accepted the above Position Description

Employee

Name:

Signature:

Date: