

Position Description



Title	Men's Family Violence Worker
Business unit	Crisis and Homelessness, Eastern and Southern Melbourne
Location	291 Maroondah Highway, Ringwood
Employment type	Part time (30 hours per fortnight) Maximum term to 1 December 2022
Reports to	Team Leader, Crisis Team

1. 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 celebrate our diversity and welcome all people regardless of ethnicity, faith, age, disability, culture, language, gender identity or sexual orientation. We acknowledge Aboriginal and Torres Strait Islanders as Australia's First Peoples and as the traditional owners and custodians of the land on which we work. We welcome lesbian, gay, bisexual, trans, gender diverse, 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

2. Position purpose

As a member of the Uniting Crisis and Homelessness Services, this role will provide crisis intervention and case management support to male perpetrators of family violence including those who are placed by police in the Eastern region Police Placement rooms following their use of violence in a family violence context. The aim of the intervention is to keep women and children safe, to develop and increase within clients a sense of accountability for their action and assist clients to develop strategies to end their use of violence. This will involve assistance to secure ongoing accommodation and may involve referrals to support services such as Men's Behaviour change programs, drug and alcohol services, mental health services, general counselling, financial counselling, employment services and education/training services.

3. Scope

Budget: nil

People: nil

4. Relationships

Internal:

- All crisis & homelessness staff and volunteers
- All Corporate support services staff

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External

- Clients
- Partner agencies
- A wide range of Family violence, homelessness and family services agencies
- Government funding bodies and contracting organisations, Family Violence services, police, courts and other relevant stakeholders

5. Key responsibility areas

Service delivery

- Undertake risk management in accordance with the Family Violence Multi-Agency Risk Assessment and Management (MARAM) Framework.
- Complete an accurate, relevant assessment of the accommodation and associated needs of men who have been removed by the police as a result of their use of violence in a Family Violence context and assist with immediate accommodation and support needs.
- Through high quality casework, support men to take responsibility for their use of violence and develop strategies to change their behaviour.
- Prioritise the safety of women, children and other family members who might be at potential risk as a result of family violence.
- Provide information in relation to legal responsibilities, intervention orders, court processes and other component processes as legislated in the Family Violence Protection Act 2008 and the Children, Youth and Families Act 2005.
- Work within the standards and practice principles of No to Violence, and the Revised Code of Practice for Specialist Family Violence Services for Women and Children (2020).
- Ensure confidentiality, integrity and the rights of service users within the bounds of duty of care.
- Demonstrate consistent cooperative participation and partnerships with the broader homelessness and family violence sector including the police, allied services and Uniting Vic. Tas. services with the aim of keeping women, children and family members safe.
- Demonstrate through practice high quality casework with perpetrators of violence with a focus on prioritising the safety of women and children
- Meet program targets
- Update and maintain data collection systems
- Other duties as required.

Communication & teamwork

- Provide practical support, material aid, information, advocacy and referral to appropriate services and resources.
- Provide culturally sensitive practice in relation to family violence, inclusive of the needs of indigenous and CALD communities.
- Maintain and provide information around best practice, data collection, referral pathways and relevant local/regional/state resources.
- Identify opportunities to integrate and work collaboratively across teams and other programs

Building relationships

- Work collaboratively with internal and external services, including Family Violence services, to achieve service delivery excellence and contribute to a positive work environment
- Participate in ongoing evaluation and monitoring of the agency's service delivery.
- Foster collaboration and team work within and across programs and services.
- Provide support in addressing issues faced by Aboriginal and Torres Strait Islander clients through awareness of indigenous culture and identity and work collaboratively with Aboriginal communities to achieve positive outcomes

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- Deal with frequently conflicting and/or competing agendas of stakeholders and negotiating agreed priorities and solutions
 - Keep abreast of current and emerging issues and best practice in service delivery
- Continuous improvement**
- Demonstrate a continuing enhancement of individual skills and qualifications
 - Demonstrate a reflective, continuous learning approach to work
 - Ensure services are evidenced based, flexible and responsive to changing needs
 - Ensure all accreditation and compliance standards are met
 - Work with the Team leader to implement innovation and continuous improvement in service delivery
 - Identify and recommend changes to procedures and standards of care that impact the Crisis and Homelessness program
- 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 & requirements

- Tertiary degree or diploma qualification in Social Work, Community Services, Welfare Studies, or other relevant tertiary qualification
- A Graduate Certificate of Social Science Male Family Violence or equivalent qualification from a recognised tertiary or training institution would be highly advantageous
- Current valid driver's licence (Victoria)

Experience

- Experience in the Family Violence, homelessness and community support sector. Experience working with perpetrators of family violence and/or clients with complex needs.
- A sophisticated understanding of the gendered nature and dynamic of family violence.
- A comprehensive understanding of the impact of family violence on women and children.
- Sound understanding of theory and practice as it relates to working with men who use violence towards their partner and children.
- Demonstrated knowledge of No to Violence principles, standards and practice.
- Ability to identify and work against collusion and minimisation of male family violence.
- A high level of knowledge and understanding of the principles and practice of holistic case management.
- Highly developed risk assessment and intervention skills.

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- Demonstrated ability to work cooperatively and effectively across teams, programs and other services to enhance client outcomes.
- Ability to demonstrate culturally sensitive practice in relation to family violence, inclusive of the needs of indigenous and CALD communities.
- Well-developed interpersonal and communications skills both written and verbal.
- Well-developed problem solving skills.

Core selection criteria

- **Values alignment:** ability to demonstrate and authentically promote Uniting's values
- **Teamwork:** willingness to be proactive and help others, contribution to the continuous improvement of a positive, collaborative and effective work environment
- **Professionalism:** Executes day-to-day activities in a positive, friendly and enthusiastic manner.
- **Culturally Aware:** Values diversity as a strength and positively utilises diversity
- **Client Focused:** Achieve results through their teams
- **Leadership:** Gives frequent and constructive feedback and displays personal commitment to developing others.

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 Working With Children Check (in Victoria) and/or Working With Vulnerable People Check (in Tasmania) **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.
