

Position Description

Title	Senior Family Violence Therapeutic Worker
Business unit	Homeless Intake and Prevention, Eastern Melbourne
Location	291A Maroondah Highway, Ringwood 3134
Employment type	Part time (60 hours per fortnight) Ongoing
Reports to	Team Leader Family Violence

About Uniting

Uniting Vic.Tas is the community services organisation of the Uniting Church. We have 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 are 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 are 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

This position is responsible for providing Individual and Group Work programs for children within the Family Violence Therapeutic Interventions Program 'Pathways to Resilience' in the outer eastern metropolitan region.

Pathways to Resilience (Outer East) provides a range of therapeutic responses to victim survivors of Family Violence, including children, young people and adults. Uniting is the lead agency in a five agency partnership in outer eastern Melbourne.

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2. Scope

Budget: nil

People: nil

3. Relationships

Internal

- Homelessness staff
- Corporate support services staff

External

- Clients
 - Partner agencies within the Pathways to Resilience Program
 - A wide range of Family violence, homelessness and Family services agencies.
 - Government funding bodies
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4. Key responsibility areas

Service delivery

- Participate in the review of referrals to the Pathways to Resilience Program, including involvement in family violence risk assessments, and preparation and presentation of referrals at weekly partnership intake meetings.
- Provide supervision to staff, and demonstrate leadership and a willingness to collaborate with team members and the Team Leader, in particular in the areas of program intake, group and individual client work.
- Provide a 1:1 therapeutic response that is trauma-informed and client-focused to children who are victim survivors of family violence; this normally involves working in a dyadic manner with the primary care giver.
- Assist with the facilitation or co-facilitation of a variety of group programs for children in the Eastern Metropolitan Region, including elements of planning, preparation, transport, and the monitoring of participant pre and post group.
- Ensure administrative aspects of individual client and group work is completed in a timely manner.
- Liaise with families of children engaged in both the individual and group programs.
- Liaise with schools / services involved with children engaged in the group programs.
- Demonstrate a shared commitment to ongoing health and safety improvement.
- Ensure duty of care is undertaken in a professional manner in accordance with Uniting and Department of Families, Fairness and Housing (DFFH) policies and procedures.
- Participate in regular supervision and practice reflection activities.
- Willingness to work in a flexible manner in relation to working arrangements and interactions with clients.

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Communication

- Actively listen and ask appropriate questions when working with clients
- Communicate appropriately and professionally with clients, colleagues and other services

Teamwork

- Maintain and understand own role in achieving organisational mission.
- Openly share information, participate and contribute to team discussions
- Value diversity in teams and support team members
- Foster collaboration and team work with and across programs and services.
- Work collaboratively and supportively with the Pathways to Resilience Partnership to achieve the program aims.

Continuous improvement

- Identify opportunities for improvement to services provided and recommend changes to procedures and standards that impact beyond own team
- Take action to promote or implement new ideas and encourage others to do so
- Work with the Team Leader to implement innovation and continuous improvement in service delivery

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 a 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.

5. Person specification

Qualifications

- Essential: Bachelor of Social Work or equivalent qualification, and/or experience in line with the mandatory minimum qualification requirements for specialist family violence practitioners
- Desirable: Specialist qualifications in Therapeutic Work
- Current Victorian driver's licence

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Experience

- Essential: Experience in the delivery of individual and group work with children within the community sector, preferably in the area of family violence.
- Essential: Understanding of family violence and its impact on children and families.
- Desirable: Minimum of one year of supervisory / team leader experience

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.
 - **Culture awareness:** 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.
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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.
