

# Position Description

<b>Title</b>	Specialist Family Violence Counsellor
<b>Business unit</b>	Family Violence Services, Southern Melbourne
<b>Location</b>	51 Princes Highway, Dandenong, and other locations as required
<b>Employment type</b>	Part time (45.6 hours per fortnight)   Ongoing
<b>Reports to</b>	Team Leader – Family Violence Services

## 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

This position is located within the Family Violence Team at Dandenong. The Family Violence program is responsible for providing counselling and group work to women and children who have experienced family violence, as well as consultation to local professionals who refer to the program.

## 2. Scope

**Budget:** *nil*

**People:** *nil*

## 3. Relationships

### Internal

- Team Leader – Family Violence Services
- Manager – Child FIRST and Family Violence Services
- Other relevant Uniting staff

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### Specialist Family Violence Counsellor

#### External

- Clients
  - Agencies and networks
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## 4. Key responsibility areas

### Service delivery

- Contribute to the development and delivery of a cross agency integrated service model for families who have experienced family violence
- Carry a case load of counselling clients (women and children) within the local government area of City of Dandenong and Cardinia Shire
- Facilitate and or co-facilitate family violence group within the agency
- Collate data for the purpose of funding bodies, internal accountability, and Quality and Service Enhancement 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.
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## 5. Person specification

### Qualifications

- Degree in Social Work, or other related qualification and eligibility for membership of the AASW or relevant professional association
- Current driver's licence valid in Victoria

### Experience

- Demonstrated understanding of the gendered nature of family violence, and feminist theory in responding to violence against women and children in the home
- Experience in therapeutic counselling to women, children and young people affected by family violence
- Knowledge and understanding of narrative approaches and other trauma related practise frameworks in relation to working with women and children who have been affected by family violence
- Knowledge of Child Protection and appropriate interventions for children who have experienced abuse

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- Experience of successfully engaging women and children in therapeutic groups
- An understanding of child development and how this may affect a child's experience of violence and abuse
- Highly developed capacity to work collaboratively and effectively with a range of professionals in relevant services and local networks
- An understanding of the social and gendered context of family violence and working knowledge of a range of practice frameworks relating to trauma and family violence
- An understanding of the importance in working with a child centred approach in family violence whilst ensuring family centred practice is put in place
- Working knowledge of the Family Violence Risk Assessment and Risk Management document, 2009
- Excellent skills in case notes, data collection and general report writing
- Capacity to be creative and flexible in adapting therapeutic strategies to ensure the service is relevant to client from diverse cultural and social backgrounds

### Core selection criteria

- **Values alignment:** ability to demonstrate and authentically promote Uniting's values.
- Personal attributes:
  - Verbal ability: Open, honest, articulate and flexible approach to communication – written and verbal. The ability to actively listen.
  - Interpersonal focus: Strong interest in people and respect for others. The ability to suspend judgement.
  - Cooperative: Demonstrates team behaviours striving for co-operative and professional relationships.
  - Conscientious: Responsible, dependable, organised and persistent.
  - Open to experience: High level self-awareness, with the ability to admit mistakes, as an opportunity for reflection, learning and development.
  - Professionalism: Professional, confident, focused and clear about purpose and able to set appropriate personal boundaries.

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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.**

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