

Position Description

Title	Senior Practitioner, Men's Behaviour Change (MBC)
Business Unit	Family Violence Intervention Program – Child, Youth and Family (CYF)
Location	Level 1, 116/40 Burgundy Street, Heidelberg
Employment type	Part Time (60.8 hrs per fortnight), Maximum Term (until 30 June 2022)
Reports to	Team Leader, Men's Behaviour Change

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

The Senior Practitioner will support the team leader in providing support and supervision to staff who deliver services in the Family Safety Contact program. . This position will be responsible for service delivery, quality development and reporting. The FVIP operates within a evidence based practice framework where policies and procedures must comply with Men's Behaviour Change Standards

2. Scope

Budget: nil

People: Five MBCP practitioners – supervision with casual staff

3. Relationships

Internal

- Family Safety Contact
- Integrated Family Violence
- Shepparton MBCP
- Integrated Family Services

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External

- Court Services Victoria
 - Department of Justice and Community Safety (Correctional Services)
 - Department Families Fairness and Housing – Child Protection
 - Family Safety Victoria
 - Heidelberg Magistrates' Court
 - Orange Door
 - No to Violence
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4. Key responsibility areas

Service delivery

- Contribute to a collaborative working environment with the Family Violence Respondent Practitioner as part of the Respondent Practice Team by;
- Supporting staff who are working at the courts and undertaking assessments of Court mandated men.
- Attending and participating in Daily Coordination and Triage Meetings, fortnightly Risk Review Meetings and fortnightly AFM Service Provision Meetings, including coordination and action monitoring of Risk Review Meetings
- Ensure procedures are conducted in line with BPCP standards and Uniting program Requirements to meet funding expectations.

Administration

- Maintain all program data as required
- Provide reports to the court when required.
- Ensure documentation including assessments, safety and accountability plans and closure summaries are up to date and completed within appropriate timelines.

Quality and risk

- Ensure procedures are conducted in line with Men's Behaviour Change Standards and Court Services Operating Standards Enter responsibilities here
- Ensure procedures are inline with uniting quality framework
- Enter responsibilities here

People and teams

- Establish, lead, coach and inspire an engaged and productive team
- Lead the team in leading practices and effective process governance
- Provide support, guidance, coaching, leadership, and empowerment to the team including feedback through performance reviews and regular supervision.
- 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.

Legal requirements & risk management

- Ensure all legal, funder and statutory requirements pertaining to the position are met including serious incidents, reportable conduct, and mandatory reporting (child safety)
- Foster a culture where risks are identified and appropriately managed
- Report areas of serious risk to next level supervisor and work together to mitigate those risks.

Personal accountability

- Compliance with Uniting's values, code of conduct, policies and procedures and relevant government legislation and standards where relevant.

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- 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.
- 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. Performance indicators

- Proactively track targets and service delivery outcomes.
- Incident reports and complaint management is proactively managed in line with Uniting specifications
- Compliance with appropriate service standards
- Ensure data Reporting is submitted in a timely manner
- Support Program Manual Review annually
- Contribute towards the development of the program in line with Family Safety Victoria Standards
- Contribute towards service integration across the program and wider Uniting organisation

6. Person specification

Qualifications

- Principle Facilitator in line with the Men's Behaviour Change Standards (Graduate Certificate in Client Assessment and Case Management) or willingness to obtain
- Undergraduate in Social Work, or equivalent

Experience

- Proven experience in Men's Behaviour Change and support service delivery
- Sound understanding of the *Family Violence Protection Act 2008*, Victorian government family violence service system reforms, the MARAM framework.

Core selection criteria

- **Values alignment:** ability to demonstrate and authentically promote Uniting's values.
- Demonstrated ability to provide safe environments for children and young people and protect them from abuse and neglect.
- Proven understanding of the family violence sector including understanding of the impacts of family violence on women and children
- Demonstrated understanding of the family violence service system and policy framework and how this impact on service delivery
- Demonstrated understanding of the feminist framework and how this shape working with men who use violence.
- High level of emotional intelligence and the ability to inspire and motivate others in times of rapid change.

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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.

8. Acknowledgement

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

Employee

Name:

Signature:

Date: