



POSITION DESCRIPTION

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| Position | Family Violence Therapeutic Team Leader | Position Number | STH103 |
| Reports to | Program Manager | Direct Reports | 6 |
| Status | Ongoing | Time Fraction | Full time |
| Award | SCHADS 6 | Location | Dandenong |

OUR VISION

Aboriginal self-determination – Live, Experience and Be.

OUR PURPOSE

Supporting culturally strong, safe and thriving Aboriginal communities.

POSITION SUMMARY

This position is responsible for providing leadership, direction and support to family violence therapeutic counsellors and group facilitators employed within the family violence therapeutic program. The role will also contribute to the quality development and implementation of the program which delivers trauma informed therapeutic healing and repair support to a broad range of clients and well as oversee the intake, assessment and program delivery for the family violence therapeutic program.

KEY RELATIONSHIPS

Internal: Executive Manager (Southern), Senior Program Manager, Program Manager, Family Violence program staff, Community Elders and other VACCA programs.

External: Orange Doors, MDC, SafeSteps, SECASA, Victoria Police, DFFH, Child Protection, Department of Justice, Aboriginal Community Controlled Organisations, Community Service Organisations, local program partners

KEY SELECTION CRITERIA

ESSENTIAL

- Demonstrated commitment and understanding for the values that underpin VACCA' vision and purpose



- Awareness and appreciation of Aboriginal societies and cultures, along with awareness of the key issues which impact upon Aboriginal communities, and commitment to continually build knowledge in this area.
- Demonstrated experience in the successful delivery a range of Culturally safe, trauma informed, therapeutic healing interventions to Aboriginal women, men, children and families
- Comprehensive understanding of the dynamics and impact of family violence in Aboriginal families and able to assess and manage risk.
- A proven ability to develop, manage and lead a team in quality therapeutic practice, with a demonstrated capacity to assess staff competencies and needs and provide critically reflective supervision
- Demonstrated ability to provide positive leadership and supervision within a complex service delivery environment, with a focus on support, accountability and ensuring a culture that aligns with VACCA's values
- Demonstrated communication skills, that are clear, culturally appropriate, respectful and provide consistent messages to staff, clients, community members and stakeholders.
- Ability to time manage, prioritises work and delegate appropriately, while demonstrating an understanding of the competing demands and stakeholder priorities.

DESIRABLE

- Knowledge and experience in the application of relevant legislation and professional guidelines (including children and young people at risk, MARAM, Family Violence Information Sharing Scheme, Child Information Sharing Scheme, relevant professional Code of Ethics and Practice Standards, and privacy requirements)

REQUIREMENTS

- The minimum qualification for this role is a Bachelor of Social Work or equivalent qualification or willingness to get it OR have a minimum of 5 years relevant professional experience or have a related qualification relevant to child and family welfare as per the mandatory minimum qualifications for family violence practitioners.
- You must have and continue to hold a full Victorian Driver's Licence, a current employment Working With Children Check card and a clear National Police Check
- Current COVID-19 vaccination (including booster dose, as applicable)

POSITION ACCOUNTABILITIES

KEY RESPONSIBILITIES

- Ensure culturally safe and high standards of service delivery to Aboriginal children and families impacted by family violence
- Provide trauma informed practice leadership in accordance with program guidelines
- Provide therapeutic leadership, case direction and individual supervision to counsellors and group facilitators within the program



- Promote and maintain positive, collaborative working relationships with all professionals and with other therapeutic services
- Actively participate in monthly reflective practice sessions
- Contribute to a centralised body of best practice for family violence programs across VACCA
- Demonstrated experience in the successful delivery of secondary consults to other programs regarding suspected family violence or sexual assault behaviours in family systems.
- Conduct ongoing risk assessments, identifying potential for harm and protective factors, and where appropriate, implement risk management strategies
- Ensure culture is at the centre of practice and that young people are supported to connect with their culture and community.
- Ensure management and supervision of case managers and case workers
- Support staff following critical incidents.

PROGRAM DEVELOPMENT

- Contribute to the development, implementation and maintenance of innovative and culturally safe therapeutic programs for Aboriginal children and their families impacted by family violence and sexual assault
- Contribute to the implementation of customised program resources such as program manuals, practice and data collection tools to support quality program delivery
- Contribute to the design, development and facilitation of customised family violence and sexual assault training and professional development programs to ensure consistent quality service delivery to clients
- Ensure implementation of quality assurance and quality improvement frameworks for family violence programs across VACCA

ADMINISTRATIVE

- Contribute to the collection and reporting of data, prepare reports, and contribute to the organisation's strategic direction, quality systems and practice.
- Conduct file and case note audits.
- Case management and maintenance of client files in line with legislative and policy requirements.
- Check all court reports and case plan reports for all cases before they are submitted
- Provision of regular written reports to the Program Manager including performance and statistical data
- Ensure awareness and compliance by self and staff to Client Services policies.

RELATIONSHIP MANAGEMENT

- Establish effective working relationship with partner agencies providing services and support for women and children who have experienced family violence
- Participate in local, regional and other network meetings encompassing issues and current initiatives addressing family violence.



- Proactively engage and build relationships across VACCA and with external stakeholders

HEALTH, SAFETY & WELLBEING

- Ensure compliance with the OH&S Act and VACCA policies.
- Contribute positively and proactively to team and organisation wide OH&S activities.

QUALITY & CONTINUOUS IMPROVEMENT

- Ensure compliance with legislation, contract and policy requirements in your day to day work to meet the organisation's audit, contract and registration obligations.
- Proactively apply your specialist knowledge in the review and maintenance of policies, systems and processes.
- Continue the development of a culturally strong and positive working environment using a continuous improvement approach.

OTHER

- Participate proactively in team project initiatives.
- Modelling appropriate interpersonal skills, self-awareness, self-management, and community/cultural awareness
- Support other team members in periods of high demand and during periods of absence.
- Participate in project groups and attend events.
- Undertake other duties as directed.

ADDITIONAL INFORMATION

We are committed to Aboriginal self-determination and supporting strong, safe, thriving Aboriginal communities and aim to ensure every individual is treated with dignity, honouring all cultural backgrounds, abilities, ethnicities, sexual orientations, gender identities and spiritual beliefs.

VACCA is a child-safe organisation and is committed to ensuring the safety and wellbeing of children and young people with zero tolerance for child abuse. All successful applicants will be required to undertake a National Police Record Check and Working with Children Check prior to commencement of employment and periodically following commencement.

VACCA is an equal opportunity employer and has a smoke-free workplace policy.

This position is designated under the Multiagency Risk Assessment and Management framework (MARAM) Identification (Tier 1) level which requires mandated MARAM Family Violence Screening & Identification training and VACCA MARAM Identification responsibilities.