



## POSITION DESCRIPTION

<b>Position</b>	Family Violence Therapeutic Counsellor	<b>Position Number</b>	XXXX
<b>Reports to</b>	Family Violence Therapeutic Team Leader	<b>Direct Reports</b>	NIL
<b>Status</b>	Fixed Term	<b>Time Fraction</b>	Full time
<b>Award</b>	SCHADS, Level 5	<b>Location</b>	Dandenong

## OUR VISION

Aboriginal self-determination – Live, Experience and Be.

## OUR PURPOSE

Supporting culturally strong, safe and thriving Aboriginal communities.

## POSITION SUMMARY

The role provides 1:1 trauma-informed assessment and counselling to Aboriginal women, children and their families who are impacted and/or have experienced family violence. The therapist will:

- Deliver 1:1 therapeutic Counselling Program
- Undertake intake and assessment;
- Develop a family violence healing plan – identifying risks and strategies.
- Support the client with regular review touchpoints .
- Engage with clients both in-service and home-based visits.
- Support individual Aboriginal women, children, adolescents and their family through their individual healing journeys by creating or rebuilding strong positive connections between participants and their culture, land, family and community.
- Co-deliver Culturally therapeutic Family Violence Group Programs
- Co-Develop group programs that are provided in a culturally safe place allowing individuals to build trust, yarn up, open up in their own time and heal through the use of therapeutic interventions.

The position will contribute to the delivery of quality, culturally safe approaches to individuals and whole of family as appropriate through applying VACCA's therapeutic framework and program guide. Healing through Culture will underpin all aspects of the work.

## KEY RELATIONSHIPS

*Internal:* Executive Manager (Regions), Senior Project Manager Family Violence Initiatives, Family Violence Practice Lead , Family Violence Therapeutic Workers and Aboriginal Therapeutic Facilitated Group Workers, Family Violence Team Leader and the Research and Evaluation Team



*External:* The Orange Door, Multidisciplinary Centre (MDC), Department of Families, Fairness and Housing (DFFH), Aboriginal Gathering Places, other relevant services

## KEY SELECTION CRITERIA

### ESSENTIAL

The successful applicant will be able to demonstrate:

- Demonstrated understanding of, and commitment to, the values that underpin VACCA' vision and purpose and the capacity to take a leadership role in championing these internally and externally
- Demonstrated awareness and appreciation of Aboriginal societies and cultures, and commitment to continually build knowledge of such, along with a high level of awareness of the key issues which impact upon Aboriginal communities
- Understanding the issues of family violence and the impact on women, children and families in an Aboriginal context
- Demonstrated experience in working and engaging with Aboriginal families and children
- A comprehensive understanding of the dynamics and impact of family violence in Aboriginal families
- A demonstrated ability to work therapeutically and sensitively in a range of healing interventions with Aboriginal women, children, adolescents and families who are impacted and/or have experienced family violence
- Substantial and relevant experience working across Family Violence, Child and Family Welfare Services and the Aboriginal sector.
- Ability to work independently and as a collaborative team member in a challenging environment, including the ability to prioritise workload and tasks effectively
- Self-care and reflective practice strategies leading to resilience and self awareness
- Effective and culturally appropriate interpersonal skills e.g. active listening, empathy in all verbal and non-verbal communications.
- Ability to prepare accurate documents and reports e.g. case notes, incident reports, work reports that meet audience needs
- Sound knowledge of the Family Violence Protection Act 2008, Information Sharing and Multi Agency Risk Assessment Framework (MARAM)

### QUALIFICATIONS

- A Bachelors qualification in social work, psychology ,counselling, family therapy or a related discipline along with demonstrated experience or willingness to work toward the qualification in line with the mandatory minimum qualifications policy

### REQUIREMENTS

- Must have and at all times continue to hold an employment Working With Children's Check, Police Check (conducted every three years) and a full Victorian Driver's Licence



## POSITION ACCOUNTABILITIES

### DIRECT SERVICE DELIVERY

- Deliver culturally safe and high standards of service delivery to Aboriginal children and families impacted by family violence
- Provide culturally appropriate therapeutic interventions to Aboriginal women, children, adolescents and families using the program's Cultural therapeutic framework
- Conduct intake, risk assessments and safety planning
- Perform in a client led adaptable manner which aims to utilise any time, space or environment to establish or build or the therapeutic relationship i.e. whilst transporting a client, in a home visit, going for a walk
- Actively transport clients to and from programs
- Preparation of materials required for therapeutic groups such as food preparation
- Provide current and accurate information, resources and supported referral to clients
- Participate in program evaluation through collection of evaluation data (in particular client outcomes data) and contribute to discussions regarding program improvement
- Maintain positive, collaborative working relationships with all professionals and with other therapeutic services
- Actively participate in fortnightly therapeutic supervision sessions
- Contribute to a centralised body of best practice for family violence programs across VACCA

### ADMINISTRATION

- Accurate record keeping, including case notes, completed forms and reports as required according to program guidelines and agency registration obligations
- Case management and maintenance of client files in line with legislative and policy requirements
- Maintain accurate statistical data using data systems as required by VACCA and DFFH

### PROGRAM DEVELOPMENT

- Implement customised program resources such as program manuals, practice and data collection tools to support quality program delivery

### RELATIONSHIP MANAGEMENT

- Establish effective working relationships 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
- Attend and actively contribute to regular team meetings and other forums

## 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.



**VACCA**  
Connected by culture

## 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
- 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, Comprehensive) level which requires mandated MARAM Family Violence Screening & Identification training and responsibilities.