



POSITION DESCRIPTION

Position	Family Violence Therapeutic Team Leader	Position Number	Eas038
Reports to	Senior Program Manager	Direct Reports	(6 staff)
Status	Fixed Term (June 30, 2025)	Time Fraction	Full Time
Award	Name and level/band	Location	Chirnside Park

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 the family violence therapeutic staff, both therapists and case managers. The role proactively ensures broad engagement with other VACCA programs.

Team Leader positions will oversee staff delivery of one or more of the following:

- 1:1 trauma-informed family violence risk assessment and counselling to Aboriginal women, men and children who are impacted by family violence.
- Group activities with Aboriginal children, adolescence and adults to create positive and age-appropriate entry points for them to engage in supports and to heal.
- Specialists FV case management supports to Aboriginal individual and families.

This position will be responsible for data collection and exportation along with providing staff with regular professional supervision and appropriate coaching and training opportunities to provide a quality service. The Team Leader will receive professional supervision from the Early Interventions Senior Program Manager. It is an expectation of this position to establish and maintain professional relationships with key stakeholders and represent VACCA professionally and ethically at all times.

KEY RELATIONSHIPS

Internal: All VACCA services and programs and Aboriginal TOD teams

External: Government Departments (including DFFH, FSV, CP), health professionals, schools, other Aboriginal Community Controlled Organisations (ACCOs), other Community Service organisations.



KEY SELECTION CRITERIA

ESSENTIAL

- Demonstrated commitment and understanding for the values that underpin VACCA' vision and purpose
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- 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.
- Demonstrated experience in working with Aboriginal families and children who have experience FV.
- Good understanding of the Family Violence and Child Protection sectors, including working knowledge of comprehensive risks assessments such as MARAM.
- Understanding of relevant legislation, policies, and practice frameworks of the service sector.
- Relevant work experience supporting child development, family functioning, trauma theories, comprehensive risk assessment, and service interventions for vulnerable children and their families.
- Experience in team leading practitioners in the human services sector or related services and providing professional supervision.
- Experience with coaching, mentoring and support professional development for case managers and therapeutic practitioners..
- Experience with reviewing program documents (e.g. assessments, care plans, MARAMS, and Case notes) completed by case managers and ensuring all documents meet audit standard requirements. Also, ability to contribute ideas of continuous improvement of quality documentation.
- Leadership and management experience in program implementation, managing funded targets, completing required performance reporting and brokerage tracking.
- Strong organisational, interpersonal, and communication skills for effective collaboration with various stakeholders, including ACCOs, Elders and CBOs.
- Capacity to work under pressure and make professional judgments.

QUALIFICATIONS

- The successful applicant will be required to hold a tertiary qualification in social work, youth work, psychology or a related discipline and at least a minimum one-year experience in a Leadership role.
- Must have some formal training in therapy as well as experience working and support therapeutic practitioners in a community services sector.

REQUIREMENTS

- You must have and continue to hold a full Victorian Driver's Licence and a current employment working with children check card and undergo a Police check
- Current COVID-19 vaccination (minimum two doses plus booster)



POSITION ACCOUNTABILITIES

The Family Violence Therapeutic Team Leader is responsible for;

- Providing leadership to a team of Therapists and Case Managers in delivering a holistic, evidence-based and trauma-informed outreach support services to Individuals and families impacted by FV and engaged with our service.
- Coaching and mentoring Therapists and Case Managers in their day-to-day practice, including providing regular professional supervision and supporting their professional skills development.
- Ability to work collaboratively within a multidisciplinary team and contribute through individual skills and knowledge of the sector.
- Playing a key role in providing culturally safe support, guidance, and direction of service delivery to staff in the team.
- Supporting Therapists and Case Managers in their comprehensive assessments of risks, including MARAM and in planning interventions to meet the needs identified with community members engaged in the program.
- Supporting staff's understanding of risk assessments and risk management, including how to navigate the complexities of the service system.
- Supporting staff to understand legislative and compliance requirements in their roles.
- Ensuring that all actions and decisions prioritize deliver of a culturally responsive, strength-based, evidence-based, and trauma-informed services to community members.
- Developing a strong understanding of the FV Therapeutic and Specialist FV Case Management requirements, utilizing evidence-informed approaches that are culturally appropriate.
- Prioritising and delegating tasks, considering community, organisational, team, and stakeholder priorities.
- Communicating clear, culturally appropriate, and respectful messages to staff, clients, and community members.
- Preparing accurate documents of required data and reports, including monthly performance targets, brokerage tracking and other reports as needed.
- Implementing organisational policies and procedures to address incidents and problems, assisting team members in developing culturally appropriate solutions.
- Always modelling professional conduct including interpersonal skills, self-awareness, self-management, wellbeing practices and community/cultural awareness.
- Managing risk, reporting mitigation strategies, and recommending improvements.
- Participate proactively in team project initiatives
- Participate in project groups and attend events

RELATIONSHIP MANAGEMENT

- Collaborating with a variety of VACCA services, Family Violence services, Child Protection, external service providers, and Community Service Organisations.
- Collaboration across Family Violence and Therapeutic service networks in the region.

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
- 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.