Program Name Orange Door

Location Inner East – Box Hill

Positon Title Integrated Practice Leader

Award and Classification SCHADS Level 8

Engagement Details Permanent

Hours 76 per fortnight

Reports to Program Manager, Orange Door

Direct Reports None

**Overview of the Program**

The Victorian Government has committed to implementing all 227 recommendations of the Royal Commission into Family Violence and to delivering on the vision described in Roadmap for Reform: Strong families, Safe children.

A key recommendation of the Royal Commission and the Roadmap for Reform was to establish a network of Support and Safety Hubs (‘Hubs’) across Victoria to provide a new way for women, children and young people experiencing family violence, and families who need assistance with the care and wellbeing of children to access the services they need to be safe and supported. These Hubs are known as The Orange Door.

The Orange Door is also intended to hold perpetrators to account by planning interventions to address the risk they pose and challenging their controlling, violent and abusive behaviour.

The Orange Door keeps the whole family in view and provides a more visible contact point to access family violence services, family services and perpetrators/men’s services, with expert support tailored to each family member’s needs.

Given the phased approach to implementing The Orange Doors and the evolving nature of the design process, certain elements of the service model may change over time. The role and operations of The Orange Door will not be static or fixed at one point in time. Just as the practice of the Orange Door will be informed by emerging needs and evidence, and firmly embedded with the principle of continuous improvement, the design and implementation of The Orange Door will continue to develop and be informed by community needs, co-design, evaluation, and practice learnings. Future development of the service model will continue to be set at the state-wide level, informed by local practice and experience.

**Role of the Orange Door**

The Orange Door delivers a fundamental change to the way we work with women, children and families, and men. The role of The Orange Door is to provide:

* a more visible contact point so that people know where to go for specialist support;
* help for people to identify family violence and child and family safety and wellbeing issues;
* advice based on contemporary risk assessment tools and guidance and best available information;
* specialist support and tailored advice for victims, families and children, young people and perpetrators;
* a strong focus on perpetrator accountability;
* connection and coordination of access to support;
* an approach across the spectrum of prevention, early intervention and response;
* a system-wide view of service capacity, client experience and outcomes;
* The Orange Door supports the agency of women, children, young people and families, to ensure that the services they receive meet their needs and their goals.

**The Orange Door Team**

Orange Doors brings together different workforces and practices to create an integrated Orange Door team and a consolidated intake point in each Orange Door area to create a new way of support for:

* women, children, young people and families experiencing family violence;
* perpetrators of family violence;
* families in need of support with the care, development and well-being of infants, children and young people.

This is achieved by drawing on the expertise of CSOs, Aboriginal services, DFFH, and bringing together workers from organisations that currently:

* receive police referrals for women who are victims of family violence;
* receive police referrals for perpetrators of family violence (known as ‘Enhanced Intake Services’);
* receive child wellbeing referrals;
* provide the Child FIRST service;
* deliver other relevant services as appropriate, such as those delivered by Aboriginal services.

The Orange Door team includes a mix of staff employed by Family Safety Victoria (FSV) and staff employed by CSOs, Aboriginal services and DFFH. For each launch site the size of the team will vary to reflect the local needs.

**Position Summary**

The Integrated Practice Leader is a practice leadership position in each Support and Safety Hub (The Orange Door).

Auspiced by Anglicare Victoria within The Orange Door network, the Integrated Practice Leader will work in collaboration with the Hub Manager, other practice leaders (Senior Child Protection Practitioner/s, the Advanced Family Violence Practice Leader and the Aboriginal Practice Leader), and team leaders to lead the delivery of high quality, safe and effective service responses to Victorians seeking support and services through The Orange Door.

The Integrated Practice Leader will be responsible for driving integrated practice across The Orange Door and providing practice leadership and expert advice to The Orange Door workforce on complex cases requiring an integrated or multi-disciplinary approach. The role will build the capability of The Orange Door workforce to deliver integrated functions and services responding to family violence, child and family vulnerability and functioning, and perpetrator interventions, in line with The Orange Door Service Model and Integrated Practice Framework.

**Position Specific Responsibilities**

* Leading integrated practice and facilitating decision making by:
  + Providing secondary case consultation and technical input on complex cases;
  + Working with Orange Door practice leaders, team leaders and Hub practitioners to identify and resolve clinical and practice issues as they arise, including where there are different views within The Orange Door team;
  + Establishing systems and procedures to guide integrated practice and track progress;
  + Operating with autonomy and accountability in leading integrated clinical practice.
* Providing specialist and advanced practice leadership and support to practitioners by:
  + Leading, mentoring and developing Orange Door staff in case practice;
  + Where appropriate jointly managing a small caseload of complex and/or highly sensitive cases;
  + Co-working with and providing daily support (as requested and required) for team leaders;
  + Working in partnership with the other practice leaders, team leaders and other partner agency managers, where appropriate, to foster high quality service;
  + Modelling integrated practice approaches and behaviours integral to ethical practice, including accountability and responsibility for decision making;
  + Modelling and supporting culturally safe, inclusive and responsive practice;
  + Promoting evidence based approaches, as well as continuous improvement in professional practice and the delivery of integrated Orange Door services;
  + Providing practitioners with relevant information and access to systems to support safe and effective practice approaches.
* Building capability of practitioners to deliver integrated functions and services responding to family violence, perpetrator interventions, and child and family development, and functioning in line with the Orange Doors Service Model, Integrated Practice Framework and relevant legislative frameworks (including the Children, Youth and Families Act 2005 and Child Wellbeing and Safety Act 2005).
* Providing sound judgement and authoritative advice on risks, priorities, accountability, and practice matters to the Orange Door team, and where relevant the Hub Manager and/or relevant Hub governance groups.
* Building and maintaining positive relationships with key stakeholders to facilitate a partnership and integrated practice approach.
* Managing stakeholders through effective negotiation and influence, and harnessing this network to support clients and ensure effective Orange Door operations.
* In partnership with other practice leaders, supporting clinical and practice professional development and training of practitioners by:
  + Undertaking analysis of clinical and professional development needs across the workforce, monitoring quality of clinical practice and responding to local learning needs;
  + Coordinating professional development opportunities for The Orange Door workforce, in partnership with Family Safety Victoria, CSOs, DHHS and Aboriginal services coming together to deliver Orange Door services;
  + Leading reflective practice for The Orange Doors team;
  + Fostering and facilitating practice innovation.
* Using the Client Relationship Management System (CRM) for recording, analysis and review of client information.
* Participating in the monitoring and delivery of projects to respond to local clinical or integrated practice needs, ensuring they are delivered in accordance with relevant legislation and government regulations and guidelines.
* Keeping accurate and complete records of your work activities in accordance with legislative requirements and the Victorian Government's records, information security and privacy policies and requirements.
* Taking reasonable care for your own health and safety and for that of others in the workplace by working in accordance with legislative requirements and occupational health and safety (OHS) policies and procedures.

**Occupational Health & Safety Responsibilities**

Anglicare Victoria is committed to ensuring the health and safety of its employees and any other individuals present in our workplaces.

All Anglicare Victoria employees, contractors and volunteers are required to:

* take reasonable care for their own health and safety and for that of others in the workplace by working in accordance with legislative requirements and the company’s OHS policies and procedures;
* take reasonable care their actions or omissions do not adversely affect the health and safety of themselves and others;
* cooperate with any reasonable directions, policies and procedures relating to health and safety in the workplace;
* report all injuries, illness or ‘near misses’ to their Supervisor or Manager;
* participate in relevant health and safety training and inductions based on roles and responsibilities;
* as required, participate in the development and implementation of specific OHS hazard and risk management strategies.

**Key Selection Criteria**

**Qualifications**

* Professional experience and relevant qualification(s) in social work, welfare, psychology or a related discipline is essential.
* Additional qualifications and/or significant experience in Family Violence is also essential.

**Knowledge and skills**

* Significant management skills and ability to achieve positive outcomes in a Child, Youth and Family setting;
* Ability to drive change to create and maintain effective and collaborative working relationships in an Integrated practice model;
* A strong knowledge and understanding of the drivers/causes of family violence and child and family vulnerability, and an ability to identify external trends and factors, and use knowledge of the field of family violence to anticipate required service improvements;
* Excellent communication skills and ability to manage both internal and external stakeholders at all levels;
* Ability to self-reflect, take on board feedback and use opportunities of supervision to improve one’s own practice and leadership;
* Demonstrated experience in leading family violence practice within complex service delivery models such as multi-disciplinary and multi-agency setting or programs.

**Personal qualities**

* Initiative and accountability: proactive and self-starting, seizes opportunities and acts upon them, takes responsibility for own actions;
* Drive and commitment: leads with best practice and sets a high standard, motivated and positive approach to new challenges;
* Teamwork and collaboration: supports and promotes a positive team culture of collaboration and respect;
* Resilience: the ability to maintain best practice while working under challenging circumstances such as working with those exposed to significant trauma.

**Employment Screening and Required Certificates**

Safety screening is conducted by Anglicare Victoria for all preferred applicants. Safety screening must be satisfied before formal offers of employment can be made and must be kept up to date to ensure ongoing employment. These include but are not limited to:

* Full Victorian Drivers Licence.
* An Australian Criminal History Check.
* An International Criminal History Check for those who have lived outside of Australia for longer than 12 months in the last 10 years.
* A Current Employee Working with Children Check or willingness to undertake application.

**Conditions of Employment**

Salary and conditions are in accordance with the Social, Community, Home Care and Disability Services Industry Award (SCHADS) 2010. Salary packaging is offered with this position.

All offers of employment at Anglicare Victoria are subject to a six month probationary period. The staff member will be asked to participate in an annual performance review linked to objectives set out for the position.

All offers of employment are subject to satisfactory screening including but not limited to, a Criminal History Check, a current Driver’s License and an Employment Working with Children Check prior to commencement.

The responsibilities stated reflect the primary functions of the position and should not be viewed as an exhausted list of duties as these may change from time to time to reflect the needs of clients and the service but will remain at the same level of responsibility.

**Acceptance of Position Description Requirements**

To be signed upon appointment.

I have read and understand the position as detailed.

Name:

Signature:

Date: