

Position Description

Title	Senior Family Services Practitioner (Family Violence)
Business Unit	Family Services (Hume Merri-bek)
Location	413-419 Camp Road, Broadmeadows
Employment type	Full-time, Ongoing
Reports to	Team Leader, Family Services (Hume Merri-bek)

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

DFFH funded Family Services work with vulnerable children, young people and their families who are being impacted upon by disadvantage including poverty, trauma, disabilities, substance abuse, mental health and family violence and are potentially at risk of becoming involved with the Child Protection system or are already involved with child protection.

The Hume Merri-bek Child & Family Alliance (HMC&F Alliance) is committed to progressing a strengthened service response for families allocated from the HM Orange Door, where current and historical family violence, and its continuing impacts on safety, family functioning and children's/young people's health and well-being, is evident in a high percentage of cases.

This Senior Practitioner (Family Violence) will provide child centred, family focussed case management to families with complex needs who are experiencing high risk family violence (elevated & serious risk assessment) to improve their safety and wellbeing, including with parents and adolescents (where appropriate) who use violence in the home.

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2. Scope

Budget: Nil

People: Nil

3. Relationships

Internal

- Team Leaders – Family Services
- Senior Manager-Family Services & The Orange Door (Hume Merri-bek)
- Family Services Teams
- Family Violence programs
- Working Groups
- Uniting staff

External

- The Orange Door Hume Merri-bek
 - DFFH Child Protection including Community Based Child Protection (CBCP)
 - Hume Merri-bek Child & Family Alliance partner agencies
 - Other Community Organisations
 - Other relevant Networks
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4. Key Responsibility Areas

Service Delivery

- Has responsibility of a caseload of allocated families from the Orange Door (Hume Merri-bek) providing child centred, family focussed case management to families with complex needs who are experiencing high risk family violence (elevated & serious risk assessment) to improve their safety and wellbeing, including with parents and adolescents (where appropriate) who use violence in the home.
- Assertively engage with families and their children that are difficult to reach or engage.
- Prepare client/family needs and risk assessment, including family strengths and potential risk factors for children and young people.
- Complete risk assessments in line with the Best Interests Case Practice Framework, the MARAM framework & Information Sharing Guidelines. This includes a capacity to conduct the full range of family violence risk assessment and management tools (brief, intermediate and comprehensive) as required.
- Develop and implement identified goals and case plans which specify the delivery of services to families with strong care team facilitation.
- Facilitate and advocate for the family's access to services.
- Assist the family's motivation to change and use appropriate strategies to enhance the family's motivation.
- Communicate respectfully and honestly with families and demonstrate transparent practice in relation to welfare concerns.
- Client progress and family needs are regularly reviewed and evaluated and exit plans for the family are formulated.
- In the context of Family Services, assess risk and deliver interventions with parents who use violence aimed to increase safety and wellbeing of child and parent victim-survivors (where appropriate).
- Support families where there is adolescent violence in the home, using a trauma informed lens.

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- Provide secondary consultations to and co-work with Family Services practitioners and care teams for families where there is complex and escalating family violence, as directed by and in consultation with the Team Leaders and/or Senior Manager.
- Keep the Team Leaders and/or Senior Manager advised of potentially critical situations involving families.
- Maintain up-to-date case notes and data records for each family.
- Develop and maintain knowledge of community resources and networks.
- Work collaboratively with the Hume Merri-bek Child and Family Alliance for system and practice improvements.
- Participate in capacity building activities in the HM C&F Alliance to support practice and system improvements, including with the Family Violence Sector.
- Participate in relevant HMC&F Alliance processes such as allocations meetings, reflective practice and working groups as required.
- Is involved in program development and agency networks as determined by the Team leaders or Senior Manager in line with the Agency Strategic Plan, the Family Services Program Plan and the Hume Merri-bek Child & Family Alliance Plan.

Team Capacity Building

- Provide mentoring and coaching and being a role model for good work practice for practitioners in the Family Services teams.
- Support the Team Leaders to provide direct support where required, due to staff leave and/or vacancies.
- Facilitate and motivate team members to embrace a solution focussed approach to problem solving & to work collegiately with peers.
- Assist the Team Leaders to build, model and maintain a positive team culture and work collaboratively with the Family Services Leadership Group to build, model and maintain a positive, cohesive program culture in all interactions with staff, colleagues, clients and external stakeholders.
- Be an active member of the Family Services Leadership Group including participation in internal and external community and professional education activities in collaboration with the other Senior Practitioners, Team Leaders & Senior Manager.
- Contribute to strong working relationships and promote effective work practices with relevant stakeholders.
- Perform any other function in line with authorities, capabilities, and skills that will enhance the performance of Uniting.
- Participates in regular supervision sessions with specified Team Leader and/or Senior Manager in line with agency standards.
- Participate in and contribute to staff processes of reflection, review development and planning, both in general and on occasions specifically designed for these purposes.
- Participate in wider agency and external agency activities as appropriate.
- Supervise students on placement as required.
- Perform higher duties as required.

Professional Development

- Participate in professional development activities related to casework and capacity building activities, as negotiated with the Team Leaders and/or Senior Manager, that support individual professional development as well Uniting's strategic and operational plans and the HMC&F Alliance Plan.

Personal Accountability

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

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- 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.
- Declare any potential or actual conflict of interest that you become aware of through the course of your engagement:
 - Based on a relationship with a current member of Uniting's workforce
 - Based on my ongoing work with another organisation

5. Person Specification

Qualifications

- Minimum tertiary qualifications in Social Work, Psychology, Welfare or a related discipline is essential.

Experience

- Demonstrated skills and experience in working with disempowered and vulnerable children, young people, parents/carers and families, for three to five years.
- Capacity to engage clients and establish effective helping relationships.
- Undertake strength-based assessments, risk and needs analysis, development of intervention plans and work with clients to bring about change; working with culturally and linguistically diverse communities; and with Aboriginal and Torres Strait Islander families.
- Understanding of the multiple and complex issues involved in casework with vulnerable children, young people and families being allocated to Family Services from The Orange Door.
- A minimum of three years in working with families experiencing family violence.
- Advanced understanding and experience in applying contemporary family violence theoretical frameworks in the intervention with vulnerable children, young people and their parents with complex needs (including the MARAM brief, intermediate and comprehensive tool). Experience in working with parents who use violence and adolescent violence in the home.
- Ability to provide consultation and capacity build other practitioners in their work with families who are experiencing family violence.
- Knowledge and experience of a range of relevant intervention strategies and frameworks including children's developmental needs, parent skill development, working with diversity, drug and alcohol recovery, the cycle of violence, crisis planning and broader child and family systems.
- Previous experience with mentoring and coaching and peer support is highly desirable.

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
- Ability to network and establish sound working relationships with related services, especially other community agencies and the Department of Families, Fairness & Housing.

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- Excellent written and verbal communication skills.
 - Intermediate to advanced Computer literacy using MS Word, Outlook, Excel and efficient and effective data entry skills.
 - Highly developed adaptive interpersonal communication skills including the ability to engage and empower others.
 - Ability to be self-reliant, motivated and accountable in managing multiple tasks and meeting timelines and targets.
 - Commitment and ability to work independently and as a member of a team/program/partnership.
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6. 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. It is a condition of employment that all eligible workforce receive the COVID-19 vaccination and supporting evidence may be requested in order to perform duties at any of Uniting's workplaces.

This position description is subject to review and may change in accordance with Uniting's operational, service and consumer requirements.

7. Acknowledgement

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

Employee

Name:	<input type="text"/>
Signature:	<input type="text"/>
Date:	<input type="text"/>