



## POSITION DESCRIPTION

<b>Position</b>	Family Violence Team Leader	<b>Position Number</b>	Wst046
<b>Reports to</b>	Family Violence Program Manager	<b>Direct Reports</b>	Family Violence Case Workers and Intake Practitioners
<b>Status</b>	Ongoing	<b>Time Fraction</b>	Full Time
<b>Award</b>	SCHADS Level 6	<b>Location</b>	Werribee

## OUR VISION

Aboriginal self-determination – Live, Experience and Be.

## OUR PURPOSE

Supporting culturally strong, safe and thriving Aboriginal communities.

## POSITION SUMMARY

The Team Leader position will provide leadership, direction and support to family violence intake, and Case managers/ workers employed within the family violence program. The role proactively ensures broad engagement with other VACCA programs.

Team Leader position will oversee service delivery of the Family Violence Intake, assessment and brief intervention and Family Violence Case management program. The Team leader role will also assist with the administration of the Flexible Support packages.

This position will provide staff with regular professional supervision and appropriate development and training opportunities to provide a quality service and will receive professional supervision from Family Violence program Manager.

## KEY RELATIONSHIPS

Internal: Executive Manager (Regions), Family Violence Principal Practitioner, Family Violence counsellor and group workers, family violence program staff, other VACCA programs



External: Aboriginal Community Controlled Organisations, Community Service Organisations, local program partners, DHHS.

## KEY SELECTION CRITERIA

### ESSENTIAL

- 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
- Understanding and awareness of Aboriginal societies and cultures and an understanding of the challenges impacting on Aboriginal children and families, particularly within the child and family welfare sector.
- Demonstrated experience in the successful delivery a range of appropriate holistic case management models and interventions, understanding of trauma theories understand the implications of these
- Highly developed leadership management and team development skill
- A 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 practice with comprehensive understanding of the MARAM risk assessment tool and understanding the Information Sharing legislation
- Establish systems and processes for reviewing skills, supporting professional development and staff well-being

### DESIRABLE

- Previous experience in Family Violence sector and in Team leader role
- Comprehensive understanding of MARAM framework, Rating of this positions: - Comprehensive, Tier Level 1

### REQUIREMENTS

- A tertiary qualification in social work, psychology, family therapy or a related discipline.
- You must have and continue to hold a full Victorian Driver's Licence; a current employment Working with Children Check card and a National Police Check.
- Current COVID 19 vaccinations (minimum two doses and booster shot as applicable)

### KEY RESPONSIBILITIES

- Provide leadership, case direction and individual supervision to case managers/ workers and Intake Practitioners within the program.



- Provide effective specialist family violence practice advice and consultation related to Family violence cases and support practitioners and team leaders by exhibiting a collaborative practice approach.
- Lead weekly meetings with the team to enhance collaboration and teamwork, as well as support team with care team meetings as required.
- Contribute to ongoing action research throughout the program and implementation of lessons learned
- Promote and maintain positive, collaborative working relationships with all professionals and with other family violence and therapeutic services
- Actively participate in fortnightly professional supervision sessions
- Contribute to a centralised body of best practice for family violence programs across VACCA
- 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 organizational, interpersonal, and communication skills for effective collaboration with various stakeholders, including ACCOs, Elders and CBOs.
- Capacity to work under pressure and make professional judgments.

## 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 - Meeting Data reporting and service delivery commitments.
- 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 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

## 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 MARAM comprehensive training and VACCA MARAM comprehensive responsibilities.