

CHILD FOCUSED FAMILY VIOLENCE COUNSELLOR (FOR CHILDREN AND MOTHERS) DOLPHIN PROGRAM, FAMILY VIOLENCE THERAPEUTIC TEAM NORTH METRO REGION

At Anglicare Victoria our focus is on transforming the futures of children, young people, families and adults. Our work is based on three guiding pillars: Prevent, Protect and Empower.

We strive to create an environment where employees feel valued and rewarded.

At Anglicare Victoria we care about our employees in the same way that we care about our clients. We support and encourage our employees with a wide range of professional and personal opportunities to strengthen their overall well-being.

By living the Anglicare Victoria values and actively fostering fairness, equality, diversity and inclusion, our people make Anglicare Victoria a truly great place to work.



Position details

Position Title	Child Focused Family Violence Counsellor (for Children and Mothers), Dolphin Program
Program	Family Violence Therapeutic Team, which is part of the Hume Moreland Integrated Family Services program
Classification	SCHADS Award Level 6 (Social Worker Class 3) (Classification will be dependent on qualification and years of experience within the relevant field consistent with the SCHADS Award)
Engagement	Part Time
Hours per week	15.2
Duration	Fixed Term
Fixed term end date	May 2023
Location	Broadmeadows
Reporting Relationship	This position reports to Family Violence Therapeutic Team Leader
Effective date	November 2022

Overview of program

Hume Moreland Integrated Family Services aims to strengthen the capacity of families with multiple and complex difficulties to meet the needs of their children. Many of the families the program works with have long histories of involvement with child protection and community agencies, and require flexible and innovative interventions to address their needs, and promote the best social, emotional, educational and health outcomes for their children. The service targets families with children newborn to 18 years, living in the Hume Moreland area.

This position is as Family Violence counsellor for children and their mothers in the Dolphin Program. The Dolphin program is part of the Family Violence Therapeutic Team which operates as part of the larger Hume Moreland Integrated Family Services program.

The Family Violence Therapeutic Team has a trauma informed, feminist, strengths-based and child centred approach to working with survivors of family violence. The team aims to address the impact family violence can have on women and children, including on the mother/child relationship, child development and parenting capacity. The team values working with mothers and children together to heal their relationship and strengthen their trust and connection.

The Family Violence Therapeutic Team includes:

- The Dolphin Program which provides counselling and support to children 0-18 and their mothers who have experienced Family Violence
- Women's Family Violence Counselling
- Growing Connections: group work for mothers and primary school aged children who have experienced Family Violence
- Young Parents Project which provides case work, group work and community connections for parents aged between 16 and 25yrs old.

Position Objectives


1.	Provide children 0-18 years & their mothers/primary carers with counselling after family violence, therapeutic support & parent education. This work is done with the aim of improving the attachment & relationship between a child and their mother/primary carer.
2.	Work in ways that are child focused, therapeutic, attachment focused, trauma informed & within a Family Violence Framework
3.	Creatively, strategically and flexibly contribute to the work of the Hume Moreland Family Services program, including providing secondary consults about family violence work with children
4.	Provide groupwork within the Family Violence Therapeutic Team, the Family Services Program, the sector and as other opportunities arise
5.	Participate in community education & community networking as appropriate

Key responsibilities

The key responsibilities include but are not limited to:

1.	To support the recovery of children/adolescents who have experienced family violence by delivering specialist, client-centered counselling and therapeutic services, possibly including group-work.
2.	To provide regular, individual parenting after violence support and psychoeducation to the female parents of children/adolescents recovering from family violence
3.	To undertake referral screening and intake assessments for the Dolphin program
4.	To undertake comprehensive assessment of children and families, which includes family violence, trauma informed, child development and systemic perspectives
5.	To undertake risk assessments and safety planning with women and children who have experienced family violence using the MARAM framework
6.	Deliver services that are in accordance with program requirements, including case recording, targets, statistics and data collection
7.	To provide secondary consultation to a range of professionals in their work with women and children/adolescents who have experienced family violence
8.	To provide community education to increase understanding of the issues for children/adolescents affected by family violence
9.	Acquire new techniques and strategies that add to the service's repertoire of knowledge and skills and participate in the ongoing development of the service model.

Key Selection Criteria

 <p>Role Specific</p>	<p>1. Tertiary qualifications, preferably in social work, psychology or behavioural sciences or equivalent with substantial experience; or associate diploma level with substantial experience in the relevant service stream, or less formal qualifications with specialised skills sufficient to perform at this level.</p>
	<p>2. Highly developed communications skills and an ability to work collaboratively with internal and external stakeholders</p>
	<p>3. Experience working in a therapeutic context with children/adolescents who have experienced family violence</p>
	<p>4. Resilience to work with and support clients who have been exposed to trauma</p>
	<p>5. A well-developed understanding of the effects of violence and trauma on women and children/adolescents and an understanding of contemporary responses to these issues.</p>
	<p>6. A well-developed understanding of the gendered nature of violence against women and children/adolescents and relevant theories and frameworks to understand and respond to this including but not exclusively feminist theory and <i>Practice Guidelines: Women and children's family violence counselling and support programs</i></p>

Child Safety

AV is committed to protecting children and young people from all forms of harm and abuse. As an employee you are required to report any concerns raised by, or on behalf of, children and young people in accordance with mandatory reporting, reportable conduct and incident management procedures. Everyone at AV has a role to play in keeping children and young people safe.

Occupational Health & Safety (OHS)

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

In achieving and maintaining workplace health and safety, Anglicare Victoria will apply best practice in OHS in accordance with statutory obligations at all times.

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 based on roles and responsibilities
- as required, participate in the development and implementation of specific OHS hazard and risk management strategies

In addition to the above, positions with supervision or management responsibility are required to ensure a safe and healthy work environment for all employees, clients, contractors and visitors. This can be achieved by ensuring all people are aware of and have access to OHS policies, procedures, training and reporting systems.

Cultural Safety in the Workplace

Anglicare Victoria recognises the important and unique contribution Aboriginal and Torres Strait Islander employees make by bringing their unique skills, knowledge and experience to the workplace. They also contribute important insight into how Anglicare Victoria can provide for and engage with Indigenous clients and communities more effectively.

Our Reconciliation Action Plan (RAP) and Workforce Strategy outlines Anglicare Victoria's commitment to leading and facilitating sustainable employment, training, retention and career development opportunities for Aboriginal and Torres Strait Islanders people.

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 a satisfactory Criminal History Check and an Employment Working with Children Check prior to commencement.
- A current Victorian Driver's license is essential.
- In line with Anglicare Victoria's Covid 19 Vaccination Policy all staff, students and volunteers are required to provide evidence of full vaccination against Covid-19 or provide a valid medical exemption. This requirement may be amended from time to time in line with Anglicare Victoria Policy or as directed by Chief Health Officer.

Acceptance of Position Description requirements

To be signed upon appointment

Employee

Name:

Signature:

Date:
