

Position Description

Program Name	The Orange Door
Region	East
Location	Outer East
Position Title	Senior Practitioner (Men's)
Award and Classification	SCHADS Level 6
Engagement Details	Full Time Permanent
Reports to	Orange Door Team Leader

Overview of the Program

The Orange Door offers help and support to women and children experiencing family violence as well as vulnerable families who need help with the wellbeing and development of their children. The program helps to connect people directly to services and provide a coordinated response to a range of different needs. The Orange Door also works with perpetrators of family violence, with a focus on holding them accountable for their behaviour and linking them to support services to support and foster change.

The Orange Door has a whole of family, integrated approach. It delivers a fundamental change to the way we work with women, children and families, and men by providing a more visible contact point so that people know where to go for specialist support. As an integrated service, the program works in partnership with a range of other internal and external key stakeholders and programs. All Orange Door staff will work side by side with staff from other organisations as part of a matrix management framework.

The Orange Door is accessible, safe and welcoming to people, providing quick and simple access to the support and safety they need.

Position Summary

The overall aims and objectives of this position will be to:

- Provide support for perpetrators of family violence;
- Prioritise the safety of victim survivors and children using a gendered understanding of family violence and an understanding of child and family vulnerability;
- Provide an initial contact point for people seeking support and a source of information and advice with a focus on risk assessment, engagement, and provision of an initial response to people referred to the Hub where required;
- Work collaboratively as part of an integrated practice approach to respond to the needs of children, young people and families experiencing family violence and vulnerability concerns;
- Following legislative and policy guidelines, seek information from multiple sources to inform assessment of risk and planning;

- Support implementation and development of the model in an evolving process of design. The Orange Door Hub will evolve to meet the needs of the community in line with the reform objectives and inform a State wide roll out of service delivery;
- Support the team and junior staff with professional development, training, application of best practice and stakeholder management;
- Adopt a level of seniority and accountability in elements of day to day decision making.

Position Specific Responsibilities

The key responsibilities of the role will require the practitioner to:

- Work within a specialist Men's/Perpetrator discipline within an Integrated Practice Framework to deliver Hub services;
- Deliver screening and triage, assessment, crisis responses, service planning, targeted interventions, allocation and coordinated referrals consistent with the Integrated Practice Framework, Operational Guidelines, Service Specifications and relevant risk assessment tools and frameworks;
- Undertake a case load as a lead practitioner or support worker aligned with the Integrated Practice Framework and work collaboratively with the Hub team to support integrated risk assessment and planning, including participating in case conferences and meetings;
- Identify, assess and prioritise risk and needs of women and children, families and perpetrators, drawing on the expertise of different practitioners in a multi-disciplinary team, including consultations with Team Leaders and Practice Leaders where required;
- Record client information accurately on the Hub Client Relationship Management (CRM) system and handle client information in accordance with the Family Violence Information Sharing Scheme (FVISS), information security and privacy policies and requirements;
- Apply for brokerage on behalf of clients in accordance with Brokerage Guidelines for approval by the Integrated Practice Leader;
- Participate in training and development, formal supervision and performance development as per Anglicare Victoria Policies;
- Carry a level of responsibility in decision making to ensure the team effectively Identify, assess and prioritise risk and needs of women and children, families and perpetrators, drawing on the expertise of different practitioners in a multi-disciplinary team, including consultations with Team Leaders and Practice Leaders where required;
- Provide mentoring and support to less experienced staff and participate in training and development, formal supervision and performance development as per Anglicare Victoria Policies;
- Provide support to the team to ensure the effective resolution of stakeholder issues.

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

Required Qualifications

A relevant tertiary qualification in Social Work, Psychology, Early Childhood Specialist and/or related behavioural sciences at degree level.

Qualifications must align with the Mandatory Minimum Qualification Requirements for Specialist Family Violence Workers (Recommendation 209).

Skills and Capability

- A learning mindset and a commitment to improvement and professional development;
- A commitment to best practice and work towards the best possible outcomes;
- An ability to work collaboratively and build strong, authentic and supportive working relationships;
- Experience working with children and families experiencing complex needs and risk issues in any of the following service areas: Family Services, Child Protection, Family Violence, Disability, Housing, Mental Health and/or Alcohol and Other Drugs;
- Resilience to work with and support clients who have been exposed to trauma;
- Demonstrated ability to identify, assess and prioritise risks and needs of clients in a whole of family approach;
- The ability to recognise and identify limits of own expertise and to seek advice or refer clients to other specialists.

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.
- Evidence of COVID vaccination status.

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.

Following a comprehensive risk assessment, all employees of AV have been assessed as being at risk of exposure to COVID-19 in their role, and are therefore required to be vaccinated against COVID-19, including proof of booster shots (unless a valid medical exemption is in place), in line with AV's COVID Vaccination Policy.

Acceptance of Position Description Requirements

To be signed upon appointment.

I have read and understand the position as detailed.

Name:

Signature:

Date: