

## ADOLSCENT FAMILY VIOLENCE THERAPEUTIC PRACTITIONER

**MERIDIAN YOUTH & FAMILY THERAPY TEAM**

**EASTERN 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.

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.

**So come and join us at Anglicare Victoria where there is a rewarding career ready for you** in a dedicated, professional team where respecting each other; leading with purpose; working together; and creating a positive difference are valued, and learning and creativity are encouraged.



## Position details

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| <b>Position</b>               | Adolescent Family Violence Therapeutic Practitioner (Meridian Youth & Family Therapy Team)   |
| <b>Program</b>                | Adolescent Family Violence Services  |
| <b>Classification</b>         | SCHADS Award Level 6 (Social Worker Class 3)<br><i>Select a classification</i><br>(Classification will be dependent on qualification and years of experience within the relevant field consistent with the SCHADS Award) |
| <b>Hours</b>                  | Full Time  |
| <b>Hours per week</b>         | 38   |
| <b>Duration</b>               | Fixed Term   |
| <b>Fixed term end date</b>    | 30 <sup>th</sup> September 2021  |
| <b>Location</b>               | Eastern Region either, Box Hill, Bayswater , Lilydale  |
| <b>Reporting Relationship</b> | This position reports directly to Team Leader  |
| <b>Effective date</b>         | February 2021  |

## Overview of program

Anglicare Victoria's – Adolescent Family Violence Program forms part of the Meridian Youth and Family Therapy Team. The Meridian Program ,provides a high quality specialist service for families and young people and developed the 'Breaking the Cycle' service model – a specialist therapeutic, trauma informed intervention for families experiencing adolescent violence in the home.

Anglicare Victoria's- Adolescent Family Violence Program is funded by Department of Health and Human Services with the main objective of reducing the incidence of adolescent family violence, increasing the safety of all family members and repair relationships. Service provision includes, therapeutic support and counselling, case management and assertive outreach strategies to engage young people, so as to address issues impacting their lives and relationships. These issues may include disability and developmental delay, mental health, problematic substance use, homelessness and/or risk of homelessness, identified trauma and, disengagement from education. Ongoing risk assessment and safety planning is undertaken with family members to ensure ongoing safety and stability.

Intended outcomes for the program include stopping the violence and it's destructive impact on relationships; increasing safety and stability for all family members; improving the emotional health and wellbeing of the young person and impacted family members, and strengthened family relationships.

## Position Objectives

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| 1. | Provide a therapeutic and family focused service by working in partnership with families and young people to achieve their goals and enhance adolescent development, improve family relationships and functioning, and support the safety of all family members. |
| 2. | Provide an outreach, counselling and casework service, that empowers families and young people to manage their life situation, take charge of their lives and engage positively with their community.  |
| 3. | To co-facilitate 'Breaking the Cycle' Parent/carer groups and participate in client group work assessment, planning and development.   |
| 4. | Work collaboratively with Police, DHHS - Child Protection, other professionals and the families' broader social networks, to ensure a coordinated response is in place.  |

## Key responsibilities

The key responsibilities are as follows and are not limited to:

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| 1. | <p>Provide specialist therapeutic interventions to families, parents and/or young people using systemic, behavioural and trauma informed counselling and :</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Engaging all family members from a range of diverse backgrounds</li> <li><input type="checkbox"/> The provision of a range of sessions including individual, parent team, parent-young person and family sessions Using a range for approaches including counselling, coaching, and psychoeducation</li> <li><input type="checkbox"/> Working with the broader service system including care team meeting facilitation</li> </ul> |
| 2. | <p>Provide Case management and wrap-around practical support for families in a variety of settings including:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Office based. This may include travel within the Eastern region, especially including Box Hill, Bayswater and Lilydale</li> <li><input type="checkbox"/> Outreach support including travel to homes, schools and other appropriate meeting places.</li> </ul>  |
| 3. | <p>Co-facilitation of groupwork to address Adolescent Violence in the Home (AVITH) including the provision of the Breaking the Cycle therapeutic parent group work programs.</p> <p>This includes coordinating all aspects of group work delivery, including promotion, referrals and assessment, co-facilitation, venue and catering.</p>   |
| 4. | <p>Participate in intake systems and conduct intake and risk assessments to ensure families and service providers receive a professional, timely and supportive response to service entry and delivery.</p> <p>Provide primary and secondary consultation to professionals and families experiencing adolescent violence in the home (AVITH) and other family issues.</p>  |
| 5. | <p>Participate in, and make an active commitment to the further development of a dynamic, cohesive and multidisciplinary team by actively participating in all meetings and processes including: team meetings, intake meetings, clinical and peer supervision, reflective practices, staff development and annual reviews. Work flexible hours (Mon – Fri) beyond 9-5, as reasonably required.</p>  |


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| 6. | Fulfil the program requirements regarding case records, statistics and other data collection requirements.  |
| 7. | Demonstrate an ability to be open, honest, curious and self-aware – know one's interpersonal strengths and areas for further development; able to tolerate uncertainty and vulnerability; openly reflect, and be willing to learn and develop |

## Key Selection Criteria

The Key Selection Criteria are based on role specific requirements **and** the Anglicare Victoria Capability Framework. Applicants are required to provide a written response to **both** a) and b).

### a) Role specific requirements

Applicants are required to provide a written response to the role specific requirements. The five criteria are to be addressed individually (no more than 2 pages in total).

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| <br>Role Specific | <p>Essential: A relevant tertiary qualification in Social Work, Psychology and/or related behavioural sciences at degree level with substantial experience; or associate diploma level with substantial experience in the relevant service stream and specialised skills sufficient to perform at this level.</p> <p>Desirable: Post Graduate qualifications in Family Therapy or counselling/psychology</p> |
|  | <p>Excellent knowledge of, and demonstrated experience in the application of relevant theoretical approaches that underpin the provision of therapeutic services and case management to vulnerable young people and families.</p>  |
|  | <p>Demonstrated knowledge, experience and understanding of the Police, Child Protection and the child, youth and family welfare systems. Including the ability to liaise and negotiate with Police and DHHS – Child Protection in relation to addressing protective concerns for children and young people.</p>  |
|  | <p>Demonstrated ability to provide direct service in the assessment and treatment of children, young people and families. Including experience in conducting comprehensive safety and wellbeing assessments and safety planning.</p>   |



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|  | Demonstrated experience in the facilitation of group work programs  |
|  | Skills in providing case consultation and advice to other professionals, particularly around trauma, attachment and impact of violence on family relationships. |

## Key Selection Criteria (continued)

### b) Anglicare Victoria Capability Framework

Applicants are required to provide a written response to the Anglicare Victoria Capability Framework. Applicants are to describe how they demonstrate the characteristics in each of the two capability groups; **Personal Qualities and Relationship and Outcomes** (no more than 1 page in total).

The Anglicare Victoria Capability Framework describes the capabilities required to meet the expectations of clients, colleagues and communities in today's changing environment.

These capabilities work together to provide an understanding of the knowledge, skills and abilities required of all employees.

#### Personal Qualities



##### Displays Resilience

Thrives in a changing environment. Handles ambiguity.

Maintains a positive attitude and continues to deliver exceptional results in the face of challenging situations.

##### Has a learning mindset

Shows drive and motivation and a commitment to learning. Strives for continual improvement by looking for ways to challenge and develop.

Brings an innovative approach, fresh thinking and curiosity to develop practical solutions.

##### Shows cultural awareness

Respects difference in all its forms.

Values diversity as a strength and positively utilises diversity.

#### Relationships and Outcomes



##### Puts clients first

Acts to make a real difference in their work.

Is passionate about providing exceptional service to clients, customers and end-users.

##### Works collaboratively

Collaborates with others and values their contribution. Skilled at building strong and authentic relationships.

##### Demonstrates technical and professional acumen

Creates distinctive value for clients and Anglicare Victoria by applying a range of technical and professional capabilities to deliver quality outcomes.

#### Leading People



##### Manages, coaches and develops people

Engages, motivates employees and volunteers to develop their capability and potential.

##### Inspires direction and purpose

Creates a positive and engaged team environment.

Communicates goals, priorities and vision and recognise achievements.

##### Leads change

Leads, supports, promotes and champions change, and assist others to engage with change.

## 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, a current Driver's License and an Employment Working with Children Check prior to commencement.

## Acceptance of Position Description requirements

To be signed upon appointment

### Employee

Name:

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Signature:

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Date:

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