



POSITION DESCRIPTION

Mallee Sexual Assault Unit – Mallee Domestic Violence Service

Position: Principal Practitioner – Family Violence

Our Values: Respect, Integrity, Collaboration, Care, Accountability, Innovation

Our vision: Safety for all

Mallee sexual assault and domestic violence services are an essential part of the primary health care system funded by government. These services provided, are free and are available to all victim survivors.

The Mallee Sexual Assault Unit - Mallee Domestic Violence Services provides services to Victim survivors and significant others of sexual assault and domestic and or sexual violence. The components of the service consist of crisis care, counselling services, advocacy, community education, outreach support, information, and referral services. The service is non-discriminatory, providing equity of access to all victim survivors and significant others of sexual assault and domestic and or family violence.

In the Northern Mallee region, centre-based sexual assault and family violence services are available and provided in Mildura (24-hour response). Services are also available and provided flexibly and on-demand in Robinvale, Ouyen, Mallee Track, Dareton, and Wentworth.

In the Southern Mallee, centre-based sexual assault and family violence services are available in Swan Hill (24-hour response). Services are also available and provided flexibly and on-demand in Kerang, Cohuna, Sea Lake, Wycheproof, Balranald, and other towns throughout the Buloke and Gannawarra Shire.

Our agency has been delivering these services in the community for over thirty years.

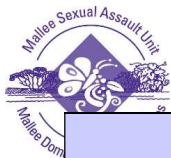
The services we provide include:

- Core and Cluster refuge service with multiple, single unit properties in the community
- family violence case management services to victim survivors
- sexual assault case management services to victim survivors
- therapeutic services for victim survivors of both family violence and sexual assault
- 24-hour family violence and sexual assault crisis service
- partner of the Mallee Orange Door
- outreach offices in Swan Hill
- Swan Hill Orange Door access point
- RAMP Coordination for the region
- FSP Coordination for the region
- Personal Safety Initiative Coordination for the region
- Child Protection partnership programs



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Position Title	Principal Practitioner – Family Violence
Position number	
Program	Client Services
Classification and Award	Social, Community, Home Care and Disability Services Award 2010 – Level 8
Salary range	\$120,331 - \$125,066 – Pay pt 1 – Pay pt 3 plus, superannuation
Location	Mildura
Employment status	Ongoing – Full-time
Hours per week	38 hours per week with an option to work 40 hours per week with a RDO once every 4 weeks
Reporting Manager	Executive Manager, Client Services
Other Key Relationships	
Position Objectives	The Principal Practitioner - Family Violence will lead practice reform in the organisation and support the key priorities for practice development identified by the Royal Commission into Family Violence and the 10 Year Family Violence Action Plan. The Principal Practitioner - Family Violence will promote evidence-based policy, practice, and workforce professional development, through knowledge of contemporary research and evidence-based approaches with family violence. The role will set and provide advice on family violence practice across the organisation to enhance family violence practice, knowledge, and leadership within the MSAU-MDVS.
Key responsibilities	<p>Initiate and lead family violence practice development within the organisation.</p> <p>Provide practice leadership based on sound practice expertise and contemporary research that delivers positive outcomes for those affected by family violence.</p> <p>Maintain a contemporary knowledge of emerging trends and developments in Victoria, nationally and internationally.</p> <p>Promote workforce capability development strategies across the organisation on the dynamics of family violence and best practice approaches based on knowledge of up-to-date research and theory.</p> <p>Establish professional practice and service delivery standards that embed collaborative, person centred approaches to decision making and reflective practice.</p> <p>Provide expert advice that informs the development of targeted innovative strategies where family violence is present.</p> <p>Provide authoritative advice to leaders across the organisation.</p>



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	<p>Develop and maintain strategic partnerships with external stakeholders across the family violence system including professional bodies and non-government organisations to ensure engagement in workforce development strategies.</p> <p>Provide overall guidance regarding the impact of working with victim survivors and children affected by family violence, and working with the leadership team to ensure mechanisms are put in place to proactively address the impacts on staff.</p>
Key Selection Criteria	<p>Works confidently with families impacted by family violence and is able demonstrate an understanding of the legislative, policy, and practice requirements relating to family violence and can apply these skills in practice.</p> <p>Works confidently with Aboriginal children and families and is able demonstrate an understanding of the legislative, policy and practice requirements relating to Aboriginal children, families, and communities and able to apply case practice and decision-making.</p> <p>Operates effectively in a fast-paced, ambiguous, and changing environment, that delivers results.</p> <p>Ensures that practice decisions are centered in the safety and the experience of the victim survivor.</p> <p>Confidently prepares for court - initiates, prepares, and presents in Children’s Court, or other tribunals.</p> <p>Communicates risk and risk-related concepts verbally - confidently conveys ideas and information in a clear and interesting way. Understands and meets the needs of target audiences (delivers the right information to the right people). Welcomes constructive feedback. Sees things from other’s points of view and confirms understanding.</p> <p>Writes professionally and convincingly - prepares complex briefs, letters, emails, and reports using clear, concise, and grammatically correct language.</p> <p>Works well as part of a leadership team to grow the practice and reputation of the organisation.</p>
Family Violence Minimum Mandatory Qualifications under Recommendation 209	<p>As per the minimum mandatory qualifications requirements via https://www.vic.gov.au/mandatory-minimum-qualifications-specialist-family-violence-practitioners</p> <p>All candidates wishing to apply for this role must be able to demonstrate that they:</p> <ol style="list-style-type: none"> 1. are considered EXEMPT under the policy OR 2. hold a Bachelor of Social Work or other equivalent qualification OR 3. have minimum 5 years relevant professional experience, OR a related qualification as per the mandatory minimum qualification requirements. OR 4. hold significant cultural knowledge and experience or lived experience and have faced barriers to educational pathways. <p>Please note that candidates wishing to enter the specialist family violence workforce via a related qualification or 5 years related professional experience pathway, OR the significant cultural knowledge and experience or lived experience pathways will be required to work towards an</p>



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	<p>equivalent qualification within specified timeframes (as per the mandatory minimum qualifications policy).</p> <p>If you believe these pathways may apply to you and would like more information, please don't hesitate to contact Jason Spratt, Executive Manager, Client Services on (03) 5025 5400 to discuss this further.</p>
<p>Specialist expertise/experience</p>	<ul style="list-style-type: none"> • Academic knowledge and competence regarding core theoretical and research areas of relevance to family violence and related policy and practice; intervention and treatment paradigms. • Practice experience including significant practice knowledge of family violence, perpetrator engagement, trauma impacts on victim survivors and significant operational knowledge of the family violence services. • Proven success in applying this knowledge to achieve sustainable, creative and/or innovative solutions to practice improvement across the organisation and/or workforce. • Experience in drafting complex and detailed evidence-based policy advice and practice frameworks, including comprehensive practice resources and supports.
<p>Pre-employment checks</p>	<p>All appointments require:</p> <ul style="list-style-type: none"> • reference checks • national criminal records check (Applicants who have lived overseas in one country for 12 months or longer in the last ten years must provide international police check from the relevant overseas police agency. Applicants can obtain a check through an organisation providing international police checks via an internet search) • pre-employment misconduct screening • Working with Children Check both for Victoria and New South Wales • Current Driver's License
<p>Cultural safety in the workplace</p>	<p>Mallee Sexual Assault Unit, Mallee Domestic Violence Services 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 Mallee Sexual Assault Unit, Mallee Domestic Violence Services can provide for and engage with Indigenous clients and communities more effectively.</p>
<p>Conditions of Employment</p>	<p>Salary and conditions are in accordance the SCHADS AWARD 2010. Salary packaging and Remote Housing incentive is offered with this position.</p> <p>Monthly RDO accrual for full time employees based on their 40-hour working week.</p> <p>All offers of employment are subject to a satisfactory Criminal Check, Working-With-Childrens Check NSW & Vic, current driver's license and Covid vaccination proof of evidence.</p> <p>All offers of employment with Mallee Sexual Assault Unit, Mallee Domestic Violence Services are subject to a six-month probationary period. All staff members will participate in an annual performance review.</p> <p>Pre-existing Injury disclosure prior to employment will be required for all existing medical, health and physical injuries/conditions.</p>



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Acceptance of Position Description requirements

To be signed upon appointment

Employee

Name: _____

Signature: _____

Date: _____