



Mallee Sexual Assault Unit – Mallee Domestic Violence Services

POSITION DESCRIPTION: Team Leader – The Orange Door

Our Values:	<p>Our values reflect the way we interact, connect and work with clients, partner agencies and with one another.</p> <ul style="list-style-type: none"> • We put your safety and wellbeing at the centre of everything we do. • We respect the dignity and autonomy of each person. • We are trustworthy, ethical and transparent. • We advocate and act with courage to address inequity and shape a better future. • We communicate and collaborate to achieve shared goals. • We learn, innovate and embrace change to achieve outcomes that matter.
Our vision:	<p>Futures free from sexual and family violence.</p>
About us:	<p>Mallee Sexual Assault Unit (MSAU) and Mallee Domestic Violence Service (MDVS) is a not-for-profit community organisation that provides family, domestic and sexual violence services and advocacy to support everyone in the Mallee region to be safe. Funded primarily by the Victorian Department of Families, Fairness and Housing, we deliver a range of programs focused on prevention, safety, connection and healing. Our programs span from crisis care to therapeutic services providing specialist support for victim survivors of sexual or family violence from first contact through to recovery.</p> <p>We are committed to:</p> <ul style="list-style-type: none"> • Ensuring victim survivors of family violence are safe and those who use violence are held accountable. • Welcoming and supporting people of all backgrounds, ethnicities, cultures, ages, gender identities, sexual orientations, and abilities. • Recognising children as victim survivors of family violence in their own right, and being a child safe organisation • Providing seamless integration of care between providers to ensure best possible outcomes and experience for clients • Providing specialist care that is trauma informed, strengths based, and evidence informed <p>The Mallee Sexual Assault Unit - Mallee Domestic Violence Services provides services to victim survivors of sexual assault and domestic and or family 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.</p> <p>In the Northern Mallee region, centre-based sexual assault and family violence services are provided in Mildura (24-hour response). Services are also provided flexibly and on-demand in Robinvale, Ouyen, Mallee Track, Dareton, and Wentworth.</p> <p>In the Southern Mallee, centre-based sexual assault and family violence services are provided in Swan Hill (24-hour response). Services are also provided flexibly and on-demand in Kerang, Cohuna, Sea Lake, Wycheproof, Balranald, and other towns throughout the Buloke and Gannawarra Shire.</p>



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Position Title	Team Leader – The Orange Door
Position number	
Program	The Orange Door
Classification and Award	Social, Community, Home Care and Disability Services Award 2010 – Level 7
Salary range	\$119,093.52 - \$124,073.04 per annum
Location	Mildura
Employment status	Full time
Hours per week	40 hrs per week with an RDO once every 4 weeks, with the availability for the organisations on call roster after hours.
Reporting Manager	Peta Reid – Program Manager The Orange Door and Crisis Response
Other Key Relationships	Organisation Team Leaders and key partners at the Mallee Orange Door
Position Objectives	<p>The Mallee Orange Door is a voluntary service funded by Family Safety Victoria as part of the broader, state-wide Orange Door network. The Orange Door is a Risk Assessment Entity (RAE) and is aligned with the Multi Agency Risk Assessment Management (MARAM) framework.</p> <p>The Orange Door works with people who use violence, giving them an opportunity to change their behaviour and holding them accountable. The Orange Door also works with families and individuals who are experiencing family violence or child wellbeing issues to increase safety and link them with appropriate services to meet their needs.</p> <p>The Orange Door Team Leader is responsible for providing supervision to MDVS' Orange Door Hub Practitioners. This position will also provide support to Hub Practitioners from other agencies who sit in their integrated team, in line with Family Safety Victoria's matrix management model. The role will also perform the leadership functions associated with both screening intake and triage (SIT), and assessment and planning (A&P) as required.</p>
Key responsibilities	<ol style="list-style-type: none"> 1. Deliver screening and triage, information, 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. 2. Provide the leadership functions required under the Mallee Orange Door's integrated model of service delivery.



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	<ol style="list-style-type: none"> 3. Work in accordance with the Children, Youth & Families Act 2005, Privacy and Data Protection Act 2014, Health Records Act 2001, Child Wellbeing and Safety Act 2005, and the Family Violence Protection Act 2008. 4. Provide formal supervision and performance development to MDVS' Orange Door hub practitioner team. 5. Be an appropriate, positive role model for the people that we work with and staff in line with MDVS standards and expectations. 6. Participate in FSV's matrix management model by providing support to staff from other agencies and working collaboratively with the Mallee Orange Door's local leadership group. 7. Actively support MDVS' Orange Door team to achieve funding KPIs through regular supervision and fostering a high performing, psychologically safe culture. 8. Record client information accurately on the Hub Client Relationship Management (CRM) system. 9. Handle client information in accordance with the Family Violence Information Sharing Scheme (FVISS), Child Information Sharing Scheme (CISS), information security and privacy policies and requirements. 10. Participate in training and development activities designed to build capabilities to work effectively in the Orange Door environment. 11. Contribute to the review, development and implementation of systems, policies and procedures to build and enhance the Orange Door service model. <p>Other duties: The list above is not exhaustive. Occasionally you may be required to undertake tasks outside of these regular duties to support colleagues and share team responsibilities for all aspects of service delivery.</p>
Key Selection Criteria	<ol style="list-style-type: none"> 1. Demonstrated experience in leading individuals or teams in complex service delivery contexts to successfully achieve KPIs, contracted targets, and client outcomes. 2. High level of initiative, personal accountability, and demonstrated experience of leading by example in complex environments. 3. Strong understanding of the Orange Door system. 4. Experience working with families and the child protection system, including risk assessment and management, complex family assessments, planning and implementation of intervention strategies. 5. Strong knowledge of the child protection, youth justice and family services legislation. 6. Demonstrated experience in leading practice within complex service delivery contexts, particularly multi-disciplinary and multi-agency approaches to the provision of services to vulnerable children, families and diverse communities is required.



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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 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>
Specialist expertise/experience	<ul style="list-style-type: none"> • Knowledge and understanding of the health and community services sectors. • A good understanding of relevant legislation.
Pre-employment checks	<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 Licence • Evidence of the Right to Work in Australia.
Cultural safety in the workplace	<p>MSAU-MDVS 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>MSAU-MDVS also recognises and supports the role of all staff in providing a culturally safe work environment and ensuring culturally safe professional practice.</p>



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Conditions of Employment	<p>Salary and conditions are in accordance the SCHADS AWARD 2010.</p> <p>Salary Packaging of Capped Living Expenses, Meals, Entertainment & Accommodation & Venue Hire Benefits, Remote Areas Benefits and Novated Leasing 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 History Check, Working with Children's Check NSW & Vic and current Driver's Licence.</p> <p>All offers of employment with Mallee Sexual Assault Unit - Mallee Domestic Violence Services are subject to a six-month probationary period.</p> <p>All staff members will be asked to 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: _____