



Mallee Sexual Assault Unit – Mallee Domestic Violence Services

POSITION DESCRIPTION: Team Leader – Family Violence Therapeutic Services

<p>Our Values:</p>	<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.
<p>Our vision:</p>	<p>Futures free from sexual and family violence.</p>
<p>About us:</p>	<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 – Family Violence Therapeutic Services
Position number	
Program	Family Violence Therapeutic Services
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 - Ongoing
Hours per week	38 hrs per week <i>with an option to work</i> 40 hrs per week with an RDO once every 4 weeks <i>with the availability for the organisations on call roster after hours</i>
Reporting Manager	Program Manager – Sexual Assault Unit & Family Violence Therapeutic Services
Other Key Relationships	MSAU-MDVS Client Services: Domestic Violence Case Management, Sexual Assault Unit, MDC, Refuge, Healing Services Swan Hill, The Orange Door, Berri Street and others.
Position Objectives	Mildura based, the Team Leader Family Violence Therapeutic Service role is primarily responsible for the provision of therapeutic interventions to adult, children and young people who are victim survivors of Family Violence. The role involves intake assessment, information and referral, education, individual and group counselling and support. This also includes engagement and consultation with key internal and external stakeholders who are involved in optimising the recovery and well-being of clients.
Key responsibilities	<ul style="list-style-type: none"> • Lead a team of counsellors to provide evidence- based assessments and counselling supports to victim survivors of family violence in the context of their family violence experience. • Plan, develop and monitor the implementation of evidence informed interventions and best practice. • Partner and collaborate with a variety of organisations to develop internal and external referral pathways. • Facilitation of evidence based/informed therapeutic groups. • Participate, assist, and support the immediate and broader teams to implement evidence-informed practice and ensure exceptional customer service and outcomes-based therapeutic support to clients. • Provide afterhours support in a supervisory capacity at rostered intervals. • Provide effective and individualised supervision to the Family Violence Therapeutic team to ensure everyone is supported.



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	<ul style="list-style-type: none"> • Work closely with the Program Manager – Sexual Assault & Family Violence Therapeutic, to identify skill gaps and embed learning and development strategies to upskill the Family Violence Therapeutic Team. • Review caseloads, including case plans and client records to ensure staff are practicing to best practice standards and internal audit compliance and advise the Program Manager – Sexual Assault & Family Violence Therapeutic, of service delivery gaps and solutions. • Continuous development and evaluation of programs which meet the diverse needs of the community • Encourage positive relationships within the Family Violence Therapeutic team through role modelling and mentorship. • Educate, encourage, and support staff to engage in learning and development and support systems that prevent vicarious trauma.
<p>Key Selection Criteria</p>	<ul style="list-style-type: none"> • Tertiary qualifications in Social Work, Psychology or equivalent (essential) • High level of understanding of legislation and practice standards • Demonstrated ability to work as part of team and independently • Knowledge of relevant risk and needs assessment frameworks; information sharing in the context of family violence provisions and the child information sharing scheme. • Significant experience in leading and managing staff in a community services field, including change management, meeting team performance goals, recruitment and selection, performance management, coaching and development of staff. • Experience in planning and facilitating evidence based/informed therapeutic individual and group programs. • Capacity to analyse complex issues, including the impact of violence and trauma, safety, and risk, provide therapeutic interventions for women and children and assist them to achieve goals. • Demonstrated evidence informed knowledge and application of therapeutic models and theories to develop interventions that enable positive change. • Proven ability to provide advice and direction regarding complex matters, including crisis support, comprehensive risk assessment and safety planning. • High level of collaboration and stakeholder engagement skills. • High level of communication and interpersonal skills. • Proven resilience and the ability to prioritise competing demands. • Experience in implementing and leading people through change. • Commitment to a learning culture and continuous quality improvement. • Competency in key components of Microsoft Office applications combined with the ability to learn and adapt to new information technology systems
<p>Family Violence Minimum Mandatory</p>	<p>As per the minimum mandatory qualifications requirements via https://www.vic.gov.au/mandatory-minimum-qualifications-specialist-family-violence-practitioners:</p>



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<p>Qualifications under Recommendation 209</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>
<p>Specialist expertise/experience</p>	<ul style="list-style-type: none"> • Knowledge and understanding of the health and community services sectors. • Ability to utilise individual face to face therapeutic skills with adults and children.
<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 Licence • Evidence of the Right to Work in Australia.
<p>Cultural safety in the workplace</p>	<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>
<p>Conditions of Employment</p>	<p>Salary and conditions are in accordance the SCHADS AWARD 2010.</p> <p>Salary Packaging is offered with this position.</p>



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	<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: _____