



Mallee Sexual Assault Unit – Mallee Domestic Violence Services

POSITION DESCRIPTION: Team Leader – Healing Services (Swan Hill)

<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 – Healing Services (Swan Hill)
Position number	
Program	Client Services – Sexual Assault and 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	Swan Hill
Employment status	Ongoing - Full time
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 & Family Violence Therapeutic Services
Other Key Relationships	Organisation Team Leaders across Swan Hill and Mildura sites Southern Mallee Regional Manager
Position Objectives	<p>This position is based at MSAU-MDVS Swan Hill. This position will involve the direct supervision of staff in the Sexual Assault Advocacy and Counselling, and Family Violence Counselling and Therapeutic roles.</p> <p>This role will involve the responsibility of allocations, supporting Counsellor/Advocates to adequately service and healing plan for all allocated clients, advocacy, upholding partnerships agreements, safety audits and funding applications in line with program requirements.</p> <p>This role will work closely with the MSAU-MDVS team ensure the seamless delivery of services to all clients accessing the organisations services. The Team Leader will work closely with the Program Manager – Sexual Assault & Family Violence Therapeutic Services, to ensure all service delivery and development is of a high standard and in line with the principles of continuous quality improvement and meets best practice, legislative and contemporary practice guidelines. Integral to the role is assessing risk, identifying needs of clients, crisis response and referral pathways. This requires collaboration with services to identify risk and threats to safety of victim survivors for ongoing risk management.</p>
Key responsibilities	<ul style="list-style-type: none"> • Develop, implement, and coordinate systems that support high quality, inclusive and flexible service delivery including intake, assessment, client engagement, case plan, intervention, review, and referral or case closure. • Providing leadership, guidance and oversight to case workers to engage with individuals, their families and health/community services to deliver



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	<p>integrated 'evidence based' client-directed and meaningful services to all clients.</p> <ul style="list-style-type: none"> • Develop and implement effective work processes to ensure the delivery of high-quality program throughputs, outputs, and KPI's. • Educate all counsellor advocates in principals of person-centred recovery orientated practice, support and assistance for clients and their families. • Provide effective and individualised supervision to all case managers and crisis response staff to ensure everyone is supported. • Encourage positive relationships within the greater MSAU-MDVS team through role modelling and mentorship. • Educate, encourage, and support staff to engage in learning and development and support systems that prevent vicarious trauma. • Work closely with the Program Manager – Sexual Assault & Family Violence Therapeutic Services, to identify skill gaps and embed learning and development strategies to upskill all staff to adequately prepare them for practice. • 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 Services, of service delivery gaps and solutions. • To facilitate access to other services and resources and advocate on behalf of clients when requested. • Adhere to strict data collection and file management systems with attention to detail. • Oversee funding and the coordination of applications aligning with guideline requirements and delivery of service • Building effective and collaborative working relationships with key stakeholders • Participate in the organisations on call roster
<p>Key Selection Criteria</p>	<ol style="list-style-type: none"> 1. High level understanding of legislation and practice standards. 2. Demonstrated ability to work as part of a team or autonomously. 3. Demonstrates an understanding of: <ul style="list-style-type: none"> - The challenges of engaging victim survivors, and families to address safety and wellbeing concerns. - The gendered nature of sexual and family violence, and violence against adults and children and the distinctions between violence experienced and perpetrated by men and women. - The health, psychological, development, social and economic impacts of family violence on victim survivors including children, young people, families and the broader community. - The cumulative and traumatic impacts of sexual and family violence on adult and children victim survivors, and the impacts on the parent-child relationship.



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	<ul style="list-style-type: none"> - The different manifestations and impacts of sexual and family violence on diverse individuals, groups and communities. - The unique status and experience of Aboriginal communities as First Nations Peoples. <ol style="list-style-type: none"> 4. Significant previous relevant experience in the field and a tertiary level qualification. 5. Experience leading teams, including change management, meeting team performance goals, recruitment and selection, performance management, coaching and development of staff. 6. Proven ability to provide advice and direction on delivery of evidence informed counselling and therapy models. 7. Proven ability to provide advice and direction regarding complex matters, including crisis support, comprehensive risk assessment and safety planning. 8. High level of collaboration and stakeholder engagement skills. 9. High level of communication and interpersonal skills. 10. Proven resilience and the ability to prioritise competing demands. 11. Experience in implementing and leading people through change. 12. Commitment to a learning culture and continuous quality improvement. 13. 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 Qualifications under Recommendation 209</p>	<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>



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Specialist expertise/experience	<ul style="list-style-type: none"> • Knowledge and understanding of the Mallee 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>
Conditions of Employment	<p>Salary and conditions are in accordance the SCHADS AWARD 2010.</p> <p>Salary Packaging 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>

Acceptance of Position Description requirements

To be signed upon appointment

Employee

Name: _____



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Signature: _____

Date: _____