

Position Details	
<b>Position Title:</b>	Specialist Family Violence Practitioner
<b>Position Program:</b>	Entry Point
<b>Position Stream:</b>	IFVS
<b>Work Location(s):</b>	<b>Office Location:</b>
	317-319 Barkly Street, Footscray, VIC, 3011.
	<b>Other Location/s as Required:</b>
	As reasonably requested
<b>WHW EA 2017 Classification:</b>	Level 5
<b>Reporting To:</b>	Entry Point Team Leader

## GENWEST – ABOUT US

GenWest is the gender equity agency for the western metropolitan region of Melbourne. GenWest has three main streams of business practices, Integrated Family Violence Service (IFVS), Health Promotion and Primary Prevention (SACE) and Business Operations (BOPs). All three streams operate collaboratively to deliver the organisation vision, gender equity in the west, via our purpose and values.

Our programs and services are designed to redress gender inequity and benefit victim-survivors of family violence in Melbourne's west. Our efforts are ultimately about supporting our communities to lead safe and healthy lives, and on changing the conditions that cause and maintain gender inequity.

## OUR VALUES, PRINCIPLES, AND BEHAVIOURS

**Freedom** – We centre freedom from oppression, discrimination, and violence in all our work. We take responsibility for behaving and working in ways that promote freedom and we are accountable for the actions we take.

**Connection** – We foreground connection to ourselves, each other, our clients, the community, the land, and the environment. We believe in the strength of belonging, of being inclusive, and in working together to achieve change.

**Resistance** – We uphold human rights and in solidarity, work together to disrupt injustice and transform lives.

**Love** – We treat each other with respect, kindness and compassion, and are committed to creating an environment where all feel seen, heard, and valued.



**Creativity** – We embrace and nurture creativity and curiosity. We reflect critically, ask questions, listen, and actively pursue learning.

## 1. ROLE CONTEXT AND CORE PURPOSE

GenWest is the lead provider for the integrated family violence system in the Western Metropolitan and Brimbank/Melton regions.

The purpose of the Entry Point team is to respond to self-referring victim survivors of family violence and deliver short term brief intervention support to increase safety and reduce risk. This will include intake, screening, and assessing victim survivors within a brief intervention approach which will vary case by case, but on average be 8-10 hours.

The support provided will be culturally safe and individually customised to suit the specific needs of each individual and their unique circumstances.

This is a new service to GenWest, and will require the team to be adaptable, flexible, and innovative whilst remaining focused on providing high quality services to at risk clients.

This role supports the Entry Point team, in addition you may be required to support with tasks in the Family Violence stream, as reasonably requested with consultation and notice.

## 2. ROLE CORE RESPONSIBILITIES

Key responsibilities define the core responsibilities of the position. Each core responsibility is tied to specific achievement areas, which communicates what the position is to achieve and how achievement is measured.

The responsibilities of this role include:

1. Utilise the MARAM framework to conduct comprehensive risk assessments, needs assessment, and safety planning for victim survivors
2. Working collaboratively with external services utilising relevant information sharing legislation, to ensure quality of risk assessments and risk management practice
3. Provide brief case management including the capacity to hold a case load
4. Determine victim survivor eligibility criteria for the service, including exploring referral pathways, empowering victim survivors by providing them with information and advice in order for them to make informed choices.
5. Engage in learning activities to support ongoing professional development.
6. Be part of team who are rostered to provide Intake and Triage to clients who are requiring a service, via phone or face-to-face.
7. Provide secondary consultations as required to professionals and work collaboratively with external services and internal programs to ensure a person centred and flexible response is delivered.



8. Consult with Specialist Family Violence Senior Practitioner and Team Leader of Entry point when victim-survivors are identified as experiencing high and extreme risk of family violence to ensure adequate risk mitigating strategies are implemented.
9. Build relationships with key stakeholders, and actively engage in sector networking activities
10. Provide access to brokerage funding when required, ensuring all documentation is completed in a timely manner.
11. Maintain accurate case files, assessment documentation and case notes in a manner that will meet all auditing requirements of GenWest, DFFH standards and legislative obligations.
12. Actively engage and participate in supervision, mandatory training, and group initiatives in alignment with our GenWest values.
13. Performance of reasonable duties that are required that are within the range of the employee's skills, competency, and training.

## 1. ORGANISATIONAL CULTURAL CITIZENSHIP RESPONSIBILITIES

All staff are required to support, enact, and operate in accordance with our organisational citizenship responsibilities:

- Build an awareness and appreciation of our shared organisational values, model and enact the values, behaviours, and principles through work applications and associated practices.
- Actively engage with, endorse, and contribute to the development and achievement of team, stream, and organisational goals and objectives.
- Work in a culturally safe manner and acknowledge and pay respect to the traditional owners of the land upon which Women's Health West is situated and conducts events.
- Contribute to and support our Reconciliation Action Plan and Rainbow Tick Action Plan.
- Maintain and support a working knowledge of anti-oppressive and trauma-informed work practices.
- Support and enact leadership at all levels, including practicing non-violent communication, and meaningful contribution, collaboration, and consultation.

## 2. ELIGIBILITY CRITERIA

1. A bachelor qualification in social work or equivalent, in line with Recommendation 209 (for more information about mandatory minimum qualifications, please follow this link: <https://www.vic.gov.au/mandatory-minimum-qualifications-specialist-family-violence-practitioners> )



2. Previous experience in providing brief intervention and/or case management supporting those who have been impacted by trauma (preferably family and intimate partner violence and/or sexual violence).
3. Ability to work in a challenging environment with limited supervision, usually in partnership with another practitioner when providing support to victim survivors.
4. Ability to manage time effectively in order to respond to multiple and often complex requests for support.
5. Good written and verbal communication skills, including the ability to maintain client records and collect statistical data to inform agency reports.
6. Ability to use a range of IT/web-based applications to manage workflow in accordance with organisational requirements and privacy principles
7. Drive vehicles across variable traffic and weather conditions.
8. Regular manual handling of material aid supplies <5kg.
9. A current Victorian driver's licence
10. Working with Children Check (WWCC)
11. Current police check

## REVIEW OF POSITION DESCRIPTION

This position description will be reviewed biennially as part of the annual appraisal process, when the position becomes vacant, or as deemed necessary.

## ACKNOWLEDGEMENT

I declare that I have read and understood the requirements of this position, discussed any queries or concerns with the respective manager at Women's Health West, and feel that I am able to fulfill the requirements of this position.

<b>Employee Name:</b>	<b>Signature:</b>	<b>Date:</b>
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