



Position description

November 2022

Family Violence and Sexual Assault Graduate Program 2023

Social, Community, Home Care and Disability Services Industry Award

Full time, 12 month fixed term, with option to transition to a permanent role on completion of the program.

VALUES



PURPOSE

We find new ways to ensure people experiencing family violence and housing insecurity have access to immediate support and assistance on their path to recovery

VISION

For people experiencing family violence and housing insecurity to be able to access support and live safe and fulfilling lives

STRATEGIC IMPACT PRIORITIES

- 1 INCREASE ACCESS TO HOUSING**
 Increase access to appropriate and sustainable housing for Wayss clients
 - Identify investment opportunities that will increase Wayss access to housing
 - Develop pathways for Wayss clients to access longer term, safe and sustainable housing
- 2 INCREASE ACCESS TO WAYSS SERVICES**
 Ensure our services are accessible and appropriate for our diverse community
 - Develop our service design and delivery in direct response to consultation with people with lived experience of family violence and homelessness
 - Build deeper relationships and meaningful partnerships with key community groups in our region
- 3 INNOVATE AND INFLUENCE FOR CHANGE**
 Focus on new and tailored service responses that build an evidence base for systemic change
 - Invest in service delivery innovation
 - Engage philanthropic and corporate supporters in our innovation projects
 - Establish Wayss as a strategic thought leader able to influence and create change

TARGET OUTCOMES

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| FOR CLIENTS: <ul style="list-style-type: none"> • Immediate safety • Safe and appropriate accommodation • Connection to other supports needed for recovery | FOR WAYSS: <ul style="list-style-type: none"> • Contribute to a system that better meets the needs of service users |
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WHAT WE DO

Wayss is the largest provider of homelessness, housing and family violence programs in the South East Melbourne area. We exist so people can live a life free from family violence and have access to safe, sustainable and affordable housing. Our vision is to be the major provider of social housing services and leading edge client support programs in the Southern Melbourne Metropolitan region.

We deliver funded services and programs across the South East of Melbourne including the local government areas of Greater Dandenong, Frankston, Casey and Cardinia.

Operating across multiple sites, Wayss Family Violence program deliver a range of services in response to victim survivors, including, children and families experiencing or escaping family violence. They include:

- Rapid response, including after-hours support
- Risk Assessment and Safety Planning
- Intake, Assessment and Referral
- Case management support
- RAMP coordination and intensive case management
- Personal Safety Initiative
- Family Violence Refuge and post crisis housing options
- Children's support and therapeutic work
- Family Advocacy and Support Service (FASS)
- Family violence capacity building

Wayss is a partner at The Orange Door, Southern Melbourne Area.

HOW YOU DO IT

This role is part of the 2023 Family Violence and Sexual Assault Graduate Program.

The Program provides a dedicated pathway for new and recent graduates into the family violence, sexual assault and primary prevention sectors, supporting graduates to gain practical skills and knowledge while also receiving additional training and development support.

In addition to state-wide learning and networking opportunities, graduates are supported by a dedicated Learning and Development Facilitator and have access to learning and development opportunities with other graduates throughout the year. This includes an induction session at the commencement of the Program and monthly community of practice sessions.

The Graduate program has been designed to develop future family violence specialist practitioners who, with guidance, will be given responsibility and opportunities to ensure they can contribute and make a difference from day one.

Wayss has a genuine commitment to our people, and a strong culture of 'growing our own'. The Graduate Program will provide opportunities to be involved in

interesting training and information sessions including a community of practice. This will equip graduates with leadership, technical, people and technology skills to fast track them to being one of our future family violence practitioners.

This key developmental role reports to the Program Manager.

Throughout the graduate program graduates will develop skills and capabilities to confidently:

- Participate in structured professional development and practice supervision programs to develop skills and expertise
- Participate in communities of practice to develop peer learning networks
- Complete assignments and projects in service delivery. Depending on the program placement, this may include client risk and safety assessments, L17 response, early intervention and rapid response, outreach services, case management, intake and assessment, developing safety plans
- Provide interventions to assist clients with setting goals and implementing strategies to remain safe, resilient and solve problems
- Implement counselling (individual and family) and a framework for engendered family violence
- Work collaboratively as a member of high performing teams in a networked work environment
- Facilitate referral to specialist and community services to ensure that appropriate wrap around support is in place based on client needs
- Provide or facilitate practical technology based and/or face to face support for victim survivors of family violence and their children
- Ensuring the health and safety of self and others in the workplace by working in accordance with legislative requirements and Wayss policies and procedures.

ABOUT YOU

You will have:

- Completed a tertiary qualification in Social Work at Bachelor's degree level or above within the last two years
- Strong analytical and critical thinking skills
- Continuously curious and open to new learning and professional growth
- Demonstrated capacity to be proactive and readily take on responsibility for getting things done
- Strong interpersonal skills and an ability to work as a contributing team member
- Ability to manage a caseload and prioritise appropriately using a priority tool
- Commitment to evidence based practice
- Ability to be self-directed with accessing a variety of resources needed for learning
- Ability to contribute to improving service delivery and practice that support better outcomes for victim survivors
- Excellent written and verbal presentation skills
- Computer skills, including a working knowledge of Microsoft Office.

This role requires a current Driver's License and valid 'Employment' category - Working with Children Check Card. The candidate will need to have successfully completed Wayss pre-employment screening, a police check and provide evidence of full Covid-19 vaccination compliance.

WHAT IS IMPORTANT TO WAYSS MUST BE IMPORTANT TO YOU

- At Wayss, we embrace a culture of diversity and inclusion within our workforce and approach to service delivery. We are responsive to the needs of Aboriginal and Torres Strait Islander people, people from LGBTIQ and culturally and linguistically diverse communities, people living with a disability and people of all ages. Wayss is proud to be Rainbow Tick Accredited and welcomes everyone across the LGBTIQ community.
- Wayss is committed to being a child safe organisation. Wayss has zero tolerance of any abuse or maltreatment of children and young people. Every person who is part of the organisation must treat the rights, interests and safety of children and young people as paramount.
- Wayss values the voices of our clients. We recognise that we deliver higher quality and safer services when we hear from people with lived experience. We are committed to providing opportunities for clients to participate and provide feedback on our service design and delivery.
- Wayss aligns with the MARAM framework and ensures our services are effectively identifying, assessing and managing family violence risk.
- Wayss is committed to the health, safety, and wellbeing of its staff. Wayss and its staff must comply with a range of statutory requirements, including equal opportunity, occupational health and safety, privacy, and trade practice. Wayss also expects staff to comply with its policies and procedures, which relate to statutory requirements and our ways of working. Appointees are accountable for completing training on these matters and ensuring their knowledge, and the knowledge of their staff is up to date.

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