



# Position description

March 2023

## Specialist Family Violence Practitioner

Social Community, Home Care and Disability Services Industry Award – LEVEL 5  
Ongoing, Full Time

### VALUES

**RESPECT**

**COMPASSION**

**KINDNESS**

### 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

#### FOR CLIENTS:

- Immediate safety
- Safe and appropriate accommodation
- Connection to other supports needed for recovery

#### FOR WAYSS:

- Contribute to a system that better meets the needs of service users

## WHAT WE DO

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Wayss is the largest provider of homelessness, housing and family violence services 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 Southern Melbourne area including the local government areas of Greater Dandenong, Frankston, Casey and Cardinia.

This position is within our Family Violence Recovery Program which delivers Screening, Triage, Assessment and Case Management. This program supports and advocates for victim survivors of family violence to manage their risk and safety whilst enabling them to build skills to achieve their goals, live their life independently and free from violence.

## HOW YOU DO IT

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Reporting to the Team Leader of the Family Violence Recovery Program, the Specialist Family Violence Practitioner provides outreach case managed support to people who are experiencing or recovering from family violence.

Duties include:

- Assessing the client's immediate situation, safety, risk and support needs using the MARAM Risk Assessment tool
- Engaging in safety planning with clients
- Undertaking case management
- Referring clients to appropriate support agencies and organisations.
- Assessing the clients housing and social support needs.
- Providing advocacy
- Working in collaboration with external agencies to promote the most appropriate support for the client and their children
- Participating in training and development, supervision, wellbeing and health and safety in accordance with Wayss policies and procedures
- Other reasonable duties as required.

## ABOUT YOU

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You will have:

- Relevant tertiary qualification(s) in social work or related discipline.
- Experience working in the family violence sector is highly desirable.
- Compliant with Family Violence Minimum Qualifications (Rec 209).

- Demonstrated experience and capability in:
  - Responding to requests for services.
  - Family Violence risk assessment.
  - Safety planning.
  - Case management.
  - Providing advocacy and support.
- Ability to work autonomously and under limited direction.
- Proven aptitude to relate positively and confidently with people from diverse backgrounds, in a variety of settings.
- Highly developed interpersonal and problem-solving skills to effectively respond to people in crisis.
- Resilience to work with and support clients who have been exposed to trauma.
- The ability to work collaboratively and build strong, authentic and supportive working relationships.
- Commitment to best practice and work towards the best possible outcomes.
- Computer skills, including a working knowledge of Microsoft Office.

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

#### **Family Violence Minimum Mandatory Qualifications under Recommendation 209**

As per the minimum mandatory qualification's requirements via <https://www.vic.gov.au/mandatory-minimum-qualifications-specialist-family-violence-practitioners>:

all candidates wishing to apply for this role must be able to demonstrate that they meet one of the following requirements:

1. are considered EXEMPT under the policy;
2. hold a Bachelor of Social Work or other equivalent qualification;
3. have a minimum 5 years relevant professional experience;
4. have a related qualification as per the mandatory minimum qualification requirements;
5. hold significant cultural knowledge and experience or lived experience, and have faced barriers to educational pathways.

**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). If you believe these pathways may apply to you and would like more information, please don't hesitate to contact Wayss Human Resources to discuss this further.**

# 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 a 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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