



Position description

Multi-disciplinary Family Violence Practitioner

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

ways is the largest provider of homelessness, housing and family violence services in the Southern 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.

ways Family Violence program delivers a range of services in response to women and children experiencing or escaping family violence. They include:

- Family Violence Refuge
- Rapid Response, including after- hours
- Case Management
- RAMP
- Personal Safety Initiative
- Family Violence Housing Pathways
- Therapeutic children's work
- Family Advocacy and Support Services (FASS), based at Family Court
- Family Violence/Child Protection Partnership
- The Orange Door, Southern Melbourne area

This position sits within the Family Violence Recovery Program and provides in person and telephone response to women, accompanying young people and children who are experiencing family violence crisis. As part of the new Crisis Response Model implemented by Family Safety Victoria (2022), the Multidisciplinary Family Violence Practitioner will focus on whole of family responses using evidence based frameworks and human centred actions.

HOW YOU DO IT

Reporting to the Team Leader, the practitioner has a multidisciplinary focus that includes intake (in person and by phone) and short term interventions which may carry a small case management load. Using evidence-based frameworks and human centred actions the position will conduct risk and needs assessments, create individualised safety plans and develop case plans with women and families who are seeking support. The practitioner works collaboratively with ways homelessness services' Intake, Assessment and Planning team to assess the most appropriate modality of support. Practitioners also action requests from The Orange Door and Safe Steps for the provision of outreach support to women and families they have placed in emergency accommodation in the area.

Duties include:

- Greeting new people who present by phone or in person at Wayss seeking family violence support.
- Undertaking a risk assessment using the MARAM risk assessment tool and safety planning in partnership with the support seeker.
- Organising and supporting emergency accommodation plans including the use of appropriate brokerage.
- Working in collaboration with other wayss Program practitioners to ensure the best pathway of support is provided to support seekers.
- Providing short term responses to women and women with children – including emotional and practical support, referrals to external and/or internal services, material aid and other brokerage needs.
- Providing intermediate and longer term case management responses.
- Providing advocacy and psychoeducation.
- Other reasonable duties as required.

ABOUT YOU

You will have:

- Appropriate tertiary qualifications in Social Work or related discipline.
- Compliant with Family Violence Minimum Qualifications Rec. 209.
- A minimum of twelve months prior experience in a family violence focused role.
- Previous experience performing a family violence intake function within a multidisciplinary environment will be highly regarded.
- Demonstrated knowledge and understanding of the gendered nature of family violence and the impacts on families.
- Demonstrated experience creating and maintaining relationships with stakeholders.
- Ability to work collaboratively with other services and teams.
- Demonstrated ability to work autonomously under limited direction.
- Demonstrated ability to contribute to improving service delivery and practice.
- Demonstrated organizational skills and ability to meet deadlines.
- Highly developed interpersonal skills to work effectively with people from diverse backgrounds in a variety of settings.
- Demonstrated computer skills and working knowledge of Microsoft Office, SHIP or related CRM.

This role requires a current Driver's License and valid Working with Children Check clearance. The candidate will need to have successfully completed wayss' pre-employment screening, including a police and identity check.

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 People Enablement 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 team members. wayss and its team members must comply with a range of statutory requirements, including equal opportunity, occupational health and safety, privacy, and trade practice. wayss also expects team members 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 team members is up to date.

