

## POSITION DESCRIPTION

### Senior Practitioner – Family Violence

This position description describes the scope and skills required of the Senior Practitioner – Family Violence at Link Health and Community (Link HC). The position description may be subject to periodical reviews.

<b>POSITION:</b>	Senior Practitioner – Family Violence
<b>DEPARTMENT:</b>	Health and Wellbeing
<b>REPORTS TO:</b>	Manager Social and Emotional Wellbeing
<b>DIRECT REPORT ACCOUNTABILITY:</b>	Family Violence Practitioners

#### **POSITION SUMMARY:**

Link HC’s Family Violence Programs aim to promote the safety and wellbeing of victim survivors whilst holding perpetrator’s accountable for their behaviour.

The principle objective of the Senior Practitioner is to provide high quality, person-centred counselling, casework and group facilitation to clients to prevent family violence and to empower those affected by it.

The Senior Practitioner provides exemplary clinical and operational leadership and day to day supervision and support to the team of Family Violence Practitioners. To ensure clinical quality and safety, the Senior Practitioner offers regular clinical supervision to the team.

The Senior Practitioner represents the Family Violence Programs within Link HC and with community partners and networks as applicable. The Senior Practitioner collaborates with the Manager to inform and coordinate program activities, quality improvements and professional and practice development and receive support and strategic guidance.

#### **POSITION ACCOUNTABILITY:**

- Deliver high-quality, person-centred counselling, case work and group facilitation to clients of Family Violence services to prevent family violence and empower victims; and to maintain recency of practice.
- Co-facilitate the Men’s Behaviour Change Program in line with NTV and FSV standards.
- Plan and evaluate the Men’s Behaviour Change Program sessions within an integrated multidisciplinary framework.
- Conduct and document initial and subsequent risk assessments as required.
- Maintain contact through case management and or counselling as required for the participants of Men’s Behaviour Change program prior to, during and post the program.

- Ensure the accountability of men who continue to use violence and respond to men’s use of violence in keeping with Link HC policies and NTV standards to address the safety of women and children.
- Collaborate with the Family Safety Worker with regards to contact with the MBCP participants’ partners, ex-partners and children.
- Where appropriate and/or as required, conduct partner contact as the Family Safety Worker.
- Proactively communicate or identify any observed risks or issues arising in the group including safety or critical incidents to the Manager.
- Deliver regular clinical supervision to ensure clinical safety and quality of service delivery and support the wellbeing of practitioners.
- Participate in relevant communities of practice, partnership and alliance meetings as applicable.
- Develop positive collegial relationships with other facilitators and stakeholders.
- Develop manuals and materials as required.
- Drive quality improvement initiatives, including program evaluations to achieve compliance with applicable standards.
- Accurately maintain and audit client records in line with Link HC Privacy and Health Records Policies and Procedures.
- Report identified risks, hazards and incidents in line with Link HCs risk management procedures.
- Participate and utilise expertise in incident investigations.
- Monitor the performance of the Family Violence Program and escalate performance issues to the Manager.
- Contribute to the annual performance reviews for the Family Violence Team members.
- Other duties as required, within the requirements of the program.

**PERFORMANCE MEASURES:**

- Clients are satisfied they receive integrated care that meet care assessment and client expectations.
- Accountability for clinical practice including client records is demonstrated by compliance with relevant professional code of conduct, professional ethics, understanding of the evidence and engagement in continued professional development.
- Active engagement in quality initiatives and a positive, safe and accountable team culture that have achieved service improvement.
- Funding and service agreement targets are achieved and recorded in an accurate and timely manner.
- Support Practitioners to meet the Performance Measures set out in the Link HC individual, performance review program.
- Coordination and participation in regular clinical practice meetings.

**ORGANISATIONAL CONTEXT**

Link HC is a multi-sited community health service, providing a comprehensive range of health and welfare services primarily to people in the East and South-East of Melbourne and Eastern Victoria.

Link HC provides quality services in line with the program aims, funding guidelines and the Vision and Values of Link HC.

## **VISION**

Link Health and Community's vision is healthier people participating in their communities.

## **VALUES**

Link HC organisational values are:

- We **care** for our community and for the people who use our services
- We **listen** to people who need our services and we advocate for our community
- We provide **accessible**, innovative, and high-quality services and programs
- We **partner** with other organisations to ensure the development and delivery of better services
- We are a **sustainable** organisation, financially, socially and environmentally

## **OCCUPATIONAL HEALTH AND SAFETY**

The position holder has a duty to take reasonable care for the health and safety of themselves and others in accordance with Occupational Health & Safety legislation.

## **QUALITY AND RISK MANAGEMENT**

The position holder has a responsibility to identify continuous quality improvement opportunities; participate in the development of quality procedures and contribute to internal and external program reviews and audits as required.

The position holder will respond to risk management procedures to minimise any major areas of identified risk and to comply with Link HC Risk Management Plan.

## **POLICIES AND PROCEDURES**

The position holder will uphold and adhere to Link HC's Code of Conduct and policies and procedures.

## **QUALIFICATIONS AND EXPERIENCE REQUIRED**

### **Essential**

- A relevant tertiary undergraduate degree (in social work, psychology, counselling or a related subject)
- Graduate Certificate in Male Behaviour Change Group Facilitation
- Current membership with relevant professional body
- Credentialed or Recognised Clinical Supervisor
- Minimum 7 years professional experience in this or a related field
- Level 3 Facilitator Men's Behaviour Change
- Demonstrated understanding of MARAM and Information Sharing Schemes

### **Desirable**

- Demonstrated experience as a Family Violence Practitioner and Facilitator of Men's Behaviour Change
- Demonstrated understanding of Family Violence and a behaviour change process which focuses on the gendered nature of family violence and for the safety of women and children who are exposed to male perpetrator violence
- Highly developed interpersonal, verbal and written communication skills
- Sensitivity and understanding of working with the needs of diverse and CALD populations
- Demonstrated knowledge of principles of confidentiality, client rights and responsibility and actively following professional requirements under the Privacy Act
- Willingness to engage in professional development for continuous improvement
- Competency across a range of IT platforms including Microsoft applications and client data management systems
- Completion of Mental Health First Aid or ASSIST Training
- Experience working with mandated clients

### **Mandatory Requirements**

- Current National Police Check
- An International Police Check, if the position holder has worked overseas for a period of 12 months in the last 10 years
- Working with Children Check
- Registration with a regulatory body or equivalent professional membership (as determined)
- Disclosure of any pre-existing injuries or disease that might prohibit your ability to fulfil the inherent requirements of the role

Approved:

A handwritten signature in blue ink, appearing to read "S. Phillips", is written over a horizontal line.

**Sheree Phillips**

**Acting General Manager – Health and Wellbeing**

I acknowledge and agree that the above position description is an accurate reflection of the Family Violence Practitioner – Men’s Behaviour Change

Signed: .....

Employee

Name: .....

Date: .....

*Link HC is committed to living our organisations values and ensuring a safe environment for our staff, people using our services and people visiting our locations. We are a child safe and equal employment opportunity employer We encourage individuals of diverse backgrounds including but not limited to those from the Aboriginal and Torres Strait Islander peoples, Culturally and Linguistically Diverse backgrounds and the LGBTIQ community to join our workforce. Link HC will adhere to Equal Employment Opportunity and Gender Equity principles. To this end, Link HC will not discriminate on the basis of age, sex, gender identity, sexual orientation, marital status, disability, physical features, Aboriginal and Torres Strait Islander status, cultural background, country of birth, religious beliefs, political beliefs, carer status, pregnancy or breastfeeding.*