



Specialist Family Violence Practitioner

| EMPLOYMENT DETAILS | | | |
|-----------------------------|---|--------------------------------|-------------------------------|
| Role type | Full time | Award | SCHADS |
| Hours per week | 38 Hours | Classification | Grade 5 |
| Length of Term | Fixed Term 12 months | Salary | As per award |
| Reports to | Safety and Response Team Leader | Additional Benefits | Access to Salary Packaging |
| Secondary Report | Family Safety and Healing Program Manager | PD Last Review Date | 12 months |

| ORGANISATIONAL CONTEXT | |
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|  <p>VACCHO member organisations</p> | <p>Bendigo & District Aboriginal Cooperative (BDAC) is an ACCO (Aboriginal Community Controlled Organisation) registered as a member under the umbrella of VACCHO (Victorian Aboriginal Community Controlled Health Organisation) and represented nationally through NACCHO (National Aboriginal Community Controlled Health Organisation).</p> <p>BDAC was founded to represent and provide services to Aboriginal and Torres Strait Islander people living on Djaara Country.</p> <p>BDAC has a responsibility to ensure growth of services, development of our Aboriginal and Torres Strait Islander community, better and improved health outcomes for our people, improved quality of life and be a lead agency in providing self-determination employment and career pathways for Aboriginal people.</p> |
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| LOCAL WORK ENVIRONMENT |
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| Bendigo and District Aboriginal Co-operative provides a range of specialist services for Community living on Djaara Country including a Medical Clinic, Health and Wellbeing, Family and Community Services, and Kindergarten. |

| POSITION OBJECTIVE |
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| The Family Safety and Healing programs provide culturally safe, client centred, trauma informed, and holistic care to Aboriginal and/or Torres Strait Islander community members who have experienced family violence. |
| The Specialist Family Violence Practitioner will work alongside other Specialist Practitioners and the Safety and Response Team Leader to deliver intensive case management to Aboriginal and/or Torres Strait Islander survivors of family violence. |

The Specialist Family Violence Practitioner will ensure ongoing risk assessments and the development of comprehensive safety plans to increase the safety and wellbeing for families.

BDAC'S VISION AND CORE VALUES

“Empowered generations belonging to strong families, culture and community”.

Our Lore refers to the stories, customs, beliefs, and spirituality of our People. Our Lore guides our work and has been passed down through generations by our ancestors and knowledge holders. Our five LORE principles are:

- We keep our focus on Community priorities.
- We are brave.
- We think outside the box.
- We create a safe, caring, and supportive environment.
- We are accountable.

Please refer to our <https://www.bdac.com.au/our-strategy> for further information about our underlying principles within the BDAC Strategy.

KEY POSITION RESPONSIBILITIES

Primary Responsibilities

The Specialist Family Violence Practitioner will engage with Aboriginal and/or Torres Strait Islander families in a culturally safe and competent way.

The Specialist Family Violence Practitioner will:

- Demonstrate ability to work with Aboriginal and/or Torres Strait Islander families with complex trauma needs
- Have sound understanding of the history of colonisation and resulting impacts on Aboriginal and/or Torres Strait Islander families
- Work with families to ensure their cultural needs are identified early and embed into practice
- Provide risk assessment, safety planning and case management to Survivors who are currently or have previously experienced family violence.
- Support Survivors in navigating the police and legal systems to report incidents of family violence and breaches of intervention orders.
- Ensure Survivors have their safety needs met, alongside opportunities to enhance their wellbeing and healing needs.
- To actively participate and advocate for Survivors in care team and professional meetings.
- Provide expert secondary consultation to internal BDAC workers who have clients affected by family violence, and support to complete risk assessments and safety planning as required.
- Responding to urgent matters as needed to support the immediate safety of Survivors
- Participate in BDAC Family Safety Program activities including, team meetings, planning days, and involvement in therapeutic group work activities.

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| | <ul style="list-style-type: none"> • Have a commitment to providing a culturally safe service to Survivors of family violence |
| General Responsibilities | <ul style="list-style-type: none"> • Model and abide by BDAC Values, Code of Conduct, Policy, and Procedures. • Participate actively in and facilitate supervision and professional development activities. • Ensure that you participate in team meetings, staff meetings and other community activities as requested. • Ensure that you adhere to legislative requirements. • Ensure that you report any risks identified immediately to your line manager. • Participate within the team to ensure performance against expectations including performance management and staff development, in accordance with BDAC's policies and procedures. • Ensure that all staff are provided with and operate in a safe environment in accordance with BDAC'S OHS policies and procedures. • Participate in Continuous Quality Improvement (CQI) activities. |

COMMITMENT TO SAFETY

- All children have the right to be children and live free of abuse and neglect, so they can grow, learn, and develop. Everyone within BDAC is responsible for ensuring a culture of child safety, preventing child abuse, and abiding by the Child Safe Standards.
- BDAC is committed to the health and wellbeing of its employees and stakeholders.
- BDAC has a zero tolerance to all forms of violence.

KEY SELECTION CRITERIA

- Demonstrated understanding of cultural safety
- Experience in completing the Multi-Agency Risk Assessment Tool (MARAM) and Safety Planning for Survivors of Family Violence
- Have sound understanding of the history of colonisation and resulting impacts on Aboriginal and/or Torres Strait Islander families
- Demonstrated case management and case work experience
- Strong advocacy skills and confidence in navigating Victoria Police and legal systems to support Survivors of Family Violence
- Knowledge and understanding of the complexities of family violence
- Excellent time management skills with the ability to meet deadlines and/or targets
- Strong computer skills, ability to use a range of software and IT based reporting systems
- Ability to participate collaboratively and constructively within teams of peers, staff, and other stakeholders, as well as initiative and effective personal judgement when working alone.
- Well developed interpersonal and communications skills
- Demonstrated experience referring to and collaborating with local service networks

Preferred / Desired / Mandatory Education, Training and/or Competencies.

- Recognised Social Work degree or a similar welfare or behavioural related degree which includes: a) a primary focus on child development, human behaviour, family dynamics and/or impacts of trauma; and preferably, b) practical component such as counselling or case work practice

or

- Recognised Diploma of Community Services Work, or similar qualification which is studied over a minimum of two academic years of full-time study (or part time equivalent) and includes: a) a primary focus on child development, human behaviour, family dynamics and/or impacts of trauma, b) supervised fieldwork placements (ideally completed within the child and family welfare sector) and at least one unit of study in case management, case work practice or counselling
- Professional comprehensive training in MARAM would be highly regarded.

CONDITIONS OF EMPLOYMENT

- Must pass a Criminal Police Record Check.
- Must pass and provide copy of Working with Children’s Check (*or Teachers Registration if applicable*).
- Must hold current full Victorian Drivers Licence and provide a copy.
- Must have the right to work in Australia.
- Must pass an Employment History check; and
- Must have and maintain a commitment to child safety, equity, inclusion, and cultural safety.
- **Vaccination Policy:** all staff are encouraged to be vaccinated against whooping cough, measles, mumps, and rubella (MMR) (*if not immune*), influenza (*annually*), hepatitis A and B, chicken pox (*if not immune*); shingles (*for eligible people*), and COVID-19. It is expected that Clinic and kindergarten staff will be vaccinated against the above diseases and will be required to complete a **Vaccination Consent Form**. It is also expected that Clinic staff will be vaccinated again diphtheria, tetanus and pertussis (DtP).

EMPLOYEE STATEMENT

I have read, understood, and accepted the above position description of the Specialist Family Violence Practitioner

EMPLOYEE NAME:

SIGNATURE:

DATE:/...../.....