



## **Practice Leader Family Violence Job Description**

Position Title:	Practice Leader Family Violence
Location:	Camberwell, with travel to other sites
Salary	\$77,000 - \$82,000 + 11% Superannuation (pro-rata)
Tenure:	Part Time Permanent 0.50 – 0.60 EFT (negotiable)

### **OUR ORGANISATION**

Relationships Australia Victoria (RAV) is a leading provider of relationship support services. Our aim is to help Victorians achieve positive and respectful relationships. As a community-based not-for-profit organisation, we have no religious affiliations, and aim to help all members of the community, regardless of their religion, age, gender, sexual orientation, lifestyle choice, cultural background or economic circumstances. RAV provides client services from 12 locations in metropolitan Melbourne and regional Victoria. We employ about 250 professional and support staff who are focused on meeting our clients' needs.

### **POSITION SUMMARY**

Working within a consultative framework, this role provides leadership for specialist family violence prevention and support programs, maintaining and developing the quality and standards of these programs and provides consultation on family violence across all counselling and Family Dispute Resolution Services within RAV. The Practice Leader Family Violence (PLFV) holds responsibility for the clinical direction of the specialist program, encouraging and developing the use of appropriate therapeutic or clinical methodologies and high standards of clinical practice in these areas of service delivery. The role also ensures that systems are in place for ascertaining and responding to clinical supervision and professional development requirements of direct service staff and has responsibility for managing training activities for such staff. In cooperation with Centre Managers and other Practice Leaders, the role will provide support and consultation to other programs around family violence assessment, prevention and support practices, and provide assistance to clinical staff and consultation to line managers on all relevant clinical matters. The PLFV will also be required to provide accurate policy advice on family violence matters.

### **REPORTING**

Reports to:	Senior Manager Practice Quality
Key liaison:	Practice Leaders, Centre Managers, Senior Managers (Operations), Family Violence Coordinators & Senior Clinicians
Manages:	Nil
Note:	Please note, reporting relationships may change from time to time to suit changing business needs.

While Practice Leader's and Assistant Practice Leader's may not direct staff regarding practice, nevertheless they do have advisory and leadership responsibilities in relation to the quality and effectiveness of practice. Day to day liaison and communication between Practice Leaders and supervisors, practitioners (as appropriate) and Centre Managers is expected and encouraged. Matters requiring formal resolution by Practice Leaders, not otherwise dealt with at Centre Manager level, are referred to and through the SMPQ.

## **FOCUS ON VALUES**

Relationships Australia is a voice for relationships in the community. We believe that relationships can grow and change. We promote the ideal of equitable, safe, cooperative and nurturing relationships in families, workplaces and social organisations.

As a values driven organisation, RAV aims to have organisational values embedded in the functions and systems of the organisation. All RAV employees are required to understand these organisational values, integrate the values into their work and demonstrate behaviours, which reflect the values.

At RAV the following values inform the work we do:

- **Respect**

We respect diversity in its various personal, cultural and gender expressions. We advocate relationships free from judgement, blame and abuse.

- **Integrity**

We promote justice and equity; endeavour to live our ethical standards consistently within our practice; and make our services as accessible as possible without discrimination or judgement.

- **Transparency**

We promote open, safe, effective and honest communication at organisational and client levels.

- **Responsibility**

We value the responsible use of resources – people, money, time and technology. All individuals and the organisation have rights, responsibilities and authority, which need to be clearly articulated and respected.

- **High Quality**

We aim to provide high quality service and maintain the highest professional standards in all aspects of our work. As a part of this process, we foster self-reflection, creativity, innovation and improvement. Keeping an eye on the future, we energetically embrace positive change.

- **Enrichment and Celebration**

We seek to enrich our lives and the lives of our clients. We celebrate contributions, achievements and courageous acts of change in relationships.

## **KEY RESULT AREAS**

RAV values Respect, Integrity, Transparency, Responsibility, High quality, Enrichment and Celebration.

All RAV employees are required to understand these organisational values, integrate the values into their work and demonstrate behaviours, which reflect the values.

1. To model the organisation's values and play a role in raising the profile of these values and associated behaviours across the organisation. This includes a positive contribution to workplace harmony displaying cooperative team behaviour.
2. Develop and implement a quality assurance and continuous improvement Family Violence Programs that are aligned with both, organisational and contractual requirements.
3. Ensure a systematic approach to evaluate the clinical quality and effectiveness of Family Violence Programs is achieved.
4. Maintain, develop and oversee clinical training activities in specialised Family Violence prevention and support programs. Where required, provide clinical supervision and case consultation activities to clinicians and clinical supervisors in specialised family violence programs, as well as supervising the supervision process carried out by clinical supervisors.
5. Develop and implement professional development, training and supervision programs in Family Violence in consultation with Centre Managers, senior clinicians and sector specialists.
6. Promote and drive quality service provision across specialist family violence programs, engaging, influencing and providing clinical leadership.
7. Assist Centre Managers in the performance management of staff by providing constructive feedback to Centre Managers regarding clinical skills and professional development requirements of practitioners in Family Violence Programs.
8. Provide policy advice on family violence matters, maintaining currency of relevant policies and procedures in the Client Services Manual in collaboration with other Practice Leaders and Centre Manager. Facilitate consistent application of client services policies, procedures and forms throughout the centres.
9. Develop and maintain links and solid relationships within the Victorian family violence sector.
10. Represent the organisation externally in family violence matters, as required.
11. Maintain a small clinical caseload to ensure currency of clinical skills.
12. Undertake specific practice related projects as requested.
13. You may be required to perform additional duties from time to time.

## KEY SELECTION CRITERIA

The recruiting panel will need to feel confident that the successful candidate will understand the organisational values, integrate the values into their work and demonstrate behaviours that reflect the values.

In addition, candidates are asked to respond to the following key selection criteria, preferably offering examples from previous roles.

- **Visibly ethical** - able to engage and influence others as a credible leader, clearly sharing the RAV vision internally and externally.
- **Leadership, conceptual thinking, initiative & influence** - able to inspire and encourage others to understand and embrace different approaches to dealing with Family Violence, identify opportunities for change, generate creative solutions and lead initiatives to improve workplace processes and relationships. Able to work collaboratively with Centre Managers and staff to initiate process improvements and deliver quantifiable benefits, simultaneously focusing on both long term and short-term goals.
- **Management of others to achieve** –.able to work respectfully and co-operatively with Centre Managers and staff, with representatives of key partnership ventures and other stakeholders, appreciating and valuing difference in working styles and

organisational approaches and structures. Able to facilitate and to manage consultative processes positively.

- **Professional and sector expertise** – demonstrated familiarity, experience and clinical expertise in developing and implementing approaches to achieve clinical excellence in family violence services, including the 'No to Violence Minimum Standards'. Able to work effectively and efficiently in a politically sensitive and changing environment.
- **Communication** – demonstrated ability to conceptualise and communicate complex ideas using varied approaches to a variety of internal and external stakeholders and to communicate verbally and non-verbally in a clear, comprehensive and succinct fashion within the context of continuous improvement and risk management. Ability to clearly convey complex information, including concepts and ideas which influence and stimulate quality outcomes.
- **Client service** – ability to understand diverse and complex client needs and to link these needs with quality assurance and/or program initiatives which build staff awareness, expertise and motivation to respond appropriately, addressing these needs.
- **Organisational acumen** - able to understand and link Centre Family Violence Programs with the sector, funding bodies and the organisational strategic direction, linking initiatives with business outcomes, cognisant of contractual obligations
- **Self awareness** – a high degree of self awareness, appreciation of difference and ability to build sustainable and confident professional relationships with peers and others at various levels.
- **Cultural awareness** – having a considered appreciation of differences in culture, religion, and sexual orientation and a willingness to work respectfully and flexibly with such differences. Having an egalitarian approach to male/female relationships as reflected in Australian law.
- **Flexibility** – cognisant of quality assurance and risk management principles, able to be innovative and to tolerate and manage complexity, uncertainty and ambiguity successfully. Able to forward plan, provide advice to Senior Managers and support Centre Managers to prepare for the implications of new challenges.

#### **Mandatory KSC:**

- Tertiary qualifications in Psychology, Social Work, Sociology or other related discipline.
- Satisfactory completion of police check and 'Working with Children' check

#### **Highly desirable KSC**

- Community services sector experience, including specific experience in funded family violence programs.
- Demonstrated experience and skill in clinical supervision
- Experience and skill in the delivery of training and/or professional development
- Experienced and skilled in policy development and implementation
- Eligibility for membership of a relevant professional association
- High level of IT competency.
- Graduate Certificate in Social Science – Male Family Violence or equivalent
- Able to satisfy the supervision eligibility criteria of the '*No to Violence Minimum Standards and Quality Practice Manual 2006*'