

Senior Practitioner Domestic & Family Violence



The purpose of this position

The **purpose** of the position is to build team capability by providing specialist advice and support when domestic and family violence (DFV) is identified, through a trauma informed framework, utilising Safe and Together principles. Provides tailored training, informal and formal mentoring opportunities and regularly shares knowledge to increase the team's practice. Participates in local integrated service responses across the region to ensure appropriate collaborative practices and partnerships.

About the position

- This position is within Child, Youth & Families directorate.
- It's part of various teams within the Greater Brisbane areas.
- This position **reports to** the Team Leader.
- This position allows for flexibility.
- The position leads a team.
- The position is designated Band 7 under the ***Schedule of Authorities and Delegations***.
- The position is a: Budget holder Has designated revenue or billing targets.
- This position maybe advertised externally as Senior Practitioner or DFV Specialist.

Key areas of responsibility

- Assist with the screening of new cases where DFV is identified, gathering background information, and provide specialist information and recommendations for cases, prior to allocation where possible. Provide DFV information from Integrated service Response (ISR) linked services including Courts, Queensland Police Service (QPS), Queensland Corrective Service (QCS) and Department of Child Safety when requested on cases (under Part 5A of Domestic and Family Violence Protection Act 2012).
- Develop and deliver training and workshops to upskill team members including a set of general sessions plans for teams to utilise when working with DFV families and conduct sessions and support for high-risk clients where appropriate and as directed.
- Support team members to complete DFV specific risk assessments in line with relevant DFV frameworks, including but not limited to Common Risk and Safety Framework (CRASF) and The Safe and Together Model, in addition to independently undertaking more complex and comprehensive risk assessments and safety planning with clients as required.
- Refer clients and where appropriate, actively participate in the High-Risk Team (HRT) meetings. Complete relevant cross checks when required and attend ongoing review meetings ensuring that recommendations and actions are followed through.
- Provide team members with advice and support with engagement strategies for families affected by DFV, including strategies to assess, monitor and minimise risk to family members and workers including safety planning, attending initial home visits or case consultation where necessary.
- Support team members to upskill, in their ability to assess, monitor and minimise risk to family members in relation to domestic and family violence.

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- Participate in community engagement through attendance at ISR meetings, community events as well as external services with the view of increasing awareness of DFV support that can be provided in the Intensive Family Support and family and Child Connect Programs to families. Provide clients with information, referral and support to effectively engage with appropriate services, including assistance to navigate specific legal information, financial support, and counselling through a DFV lens.
- Participate in the co-facilitation of group work to clients, utilising DFV specialist knowledge.
- Be allocated more complex cases as directed; attend and participate in Collaborative Assessment and Planning (CAP) meetings, case reviews, or case consultations for families to provide risk assessment and recommended actions.
- Work in accordance with the Professional Governance Framework to ensure the services and support we provide to our clients and each other are person centred, connected, effective and safe.
- Respect and promote human rights and diversity and commitment to building an inclusive culture. Welcome diversity in all its forms. Value relationships with our local Aboriginal community and welcome applications from its members.

Key outcomes

When things are going well, we would expect to see these outcomes:

- The way we work with clients who have experienced DFV is effective and appropriate support interventions are identified and implemented.
- Team Members feel supported when working with DFV clients and feel safe and respected when increasing their practice knowledge in this space.
- Team members have improved confidence in their capability to utilise Domestic and Family Violence frameworks and will understand and manage risk appropriately.
- Processes and frameworks are well understood within the team.

Key Capabilities

Essential criteria

- Degree qualified in social work, human services, psychology or similar, as applicable to service and area of specialisation.
- At least 5 years' experience or demonstration of similar skills and ability of providing specialist advice and support to clients and team members in area of Domestic and Family Violence or in a similar Senior Practitioner capacity.
- Demonstrated experience working with high-risk women, children, young people and/or families from a strengths-based perspective.
- Ability to teach, coach, mentor, and collaborate with a range of colleagues to build understanding and knowledge and improve outcomes for clients, with the ability to adapt approach for the audience and encourage reflective practice.
- Excellent understanding of domestic and family violence and the Safe and Together Framework within the child protection context and client vulnerabilities such as drug and alcohol use, mental health issues, and the impact of trauma and the effect on child behaviour and development.

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- A commitment to own learning and development to ensure current evidence-based practice and knowledge especially within specialist area of Domestic and Family Violence.
- Understanding of the needs of diverse communities such as Aboriginal and Torres Strait Islander, culturally and linguistically diverse (CALD), and lesbian, gay, bisexual, transgender, queer/questioning, intersex and asexual (LGBTQIA+) communities.
- Excellent written and verbal communication skills and demonstrated experience in develop and delivering improved processes, training and support.
- Good relationships and stakeholder engagement building skills with the ability to create strong, collaborative working relationships with different stakeholders.

People who know this position say that

People who know this position say the things that might make your day are:

- Parent feels safe to disclose their experiences of DFV and its impact on their life and that of their children.
- CFP confidently leads and engages parent in DFV safety planning, removing the shame and stigma by holding perpetrator accountable for actions.
- Parent reflects on the improvement in their life after increasing their acts of protection for themselves and their children.

People who know this position say some key challenges you might experience are:

- Advocating for children's safety and wellbeing to ensure they receive the support and care they need.
- Working alongside parents who are struggling to leave a relationship with a person using violence whilst focussing on safety and wellbeing of children.
- Working creatively with other service providers to access limited housing and other support services.

Work and flexibility

While The Benevolent Society has great tools to connect us remotely, sometimes we will need to connect in person. This means we need to travel on occasion.

This position may require:

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| <input type="checkbox"/> Overnight travel/stays. | <input type="checkbox"/> Weekend work. |
| <input checked="" type="checkbox"/> Travel between office locations/regions. | <input type="checkbox"/> Evening work. |
| <input checked="" type="checkbox"/> Travel to clients (varied locations). | <input checked="" type="checkbox"/> Special event support. |
| <input type="checkbox"/> Use of own registered, insured (comprehensive) motor vehicle. | |
| <input checked="" type="checkbox"/> Use of TBS pool cars. | |

Key relationships

We work collaboratively with others. This position works closely with:

Within The Benevolent Society:

- Other Managers and Team Leaders
- Practice Team

Outside The Benevolent Society:

- Department of Families, Seniors, Disability Services & Child Safety

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- Team Members
- Other government agencies such as QPS, QCS and courts
- Local Domestic and Family Violence specialist services