

# Child & Family Practitioner

## Domestic & Family Violence Specialist



### The purpose of this position

The **purpose** of the position is to support families experiencing domestic and family violence (DFV) to provide a safe and nurturing environment for children by strengthening protective factors and reducing risk factors that may lead to neglect, child abuse or family violence.

### About the position

- This position is within the Child, Youth and Families directorate.
- 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 a Domestic Violence and Family Specialist.

### Key areas of responsibility

- Work responsively with victim-survivors of family, domestic and sexual violence and their children as victim-survivors.
- Work with victim-survivors to recognise their strengths, place accountability for harmful behaviour with the perpetrator and enhance their support networks and supports including extended family and friendship circles.
- Work holistically with families – including working with perpetrators of domestic and family violence – to address harmful parenting choices and behaviours including the use of violence, coercive control and other potentially harmful behaviours that impact healthy relationships and development.
- Work with perpetrators of domestic and family violence to recognise their choices to partner and parent in a context of violence and abuse and make choices to create safety and minimise harm and improve family relationships and functioning.
- Prioritise safety of victim-survivors in all interactions. Conduct ongoing risk assessments to identify threats and develop safety plans.
- Proactively engage with the community through community events, targeted outreach activities, in-service meetings, co-location with other services (including schools) and provide flexible delivering into homes and the community.
- Plan, develop and facilitate or co-facilitate groups and workshops relating to the service.
- Attend review meetings, case conferences, worker meetings and consultation meetings and ensure appropriate documentation is kept.
- Assist clients to engage with wrap around services directly, as appropriate.
- Make child protection reports to the community services helpline when assessed as necessary, in consultation with the Team Leader or Manager.
- Support the team to provide a better service to our clients and understand their complex needs through coaching, information sharing and informal learning.

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- Honour and respect Aboriginal and Torres Strait Islander children and family's culture in all aspects of practice and service delivery.
- Work in accordance with the mission and purpose of the role, Benevolent Society values and 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. Document work hours, kilometres travelled, reimbursements and other employee records in the timeframes required.

### Key outcomes

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

- The way we work with clients is effective and appropriate interventions aligned to a strengths-based framework are utilised.
- The way we work with clients is planned, coordinated and well documented.
- Clients indicate they are satisfied with the service.
- Improved outcomes for clients and their children.
- Perpetrators of domestic and family violence taking accountability and actively engaged in safety and healing.

### Key Capabilities

#### Essential criteria

- Tertiary qualification in a relevant field (e.g. social work, human services, psychology, early childhood or similar or significant equivalent knowledge, skills and experience).
- Demonstrated experience working with women, children, young people and/or families (including perpetrators of domestic and family violence) from a trauma responsive, person centred and strengths-based perspective.
- Understanding of the impact of colonisation on Aboriginal people and communities and its relationship to Aboriginal family violence with demonstrated ability to effectively work with Aboriginal communities in culturally competent ways.
- Demonstrated ability to work with perpetrators of domestic and family violence to change harmful behaviours.
- Ability to plan, develop and facilitate workshops on healthy relationships.
- Understanding of the needs of diverse communities such as culturally and linguistically diverse (CALD), and gay, lesbian, bisexual, transgender and intersex (LGBTQIA+) communities.
- Emotional resilience and the ability to manage discussions about domestic and family violence with sensitivity and accuracy, and an ability to practice cultural humility when working with diverse communities.
- Demonstrated understanding of intersectionality and its relevance to domestic and family violence. Current license to drive in NSW and the ability to travel.

#### Desirable criteria

- Knowledge or experience in the Safe and Together model.
- Experience in delivering Love Bites or similar.

#### Key attributes

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- Demonstrated experience working with, and/or knowledge of regulatory and compliance frameworks relating to the service.
- Demonstrated understanding of (and experience working with) contemporary theoretical and practice frameworks in area of service delivery.
- Sound understanding of the principles of integrated service delivery.

### People who know this position say that

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

- Being able to positively influence a client's future.
- Being able to advocate for the needs of families.
- Working with the team to get a comprehensive view and reach better outcomes.
- Reflecting on positive feedback when suggestions have been helpful.

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

- Potentially serious consequences of decision making and its impact on families.
- Ensuring self-care to prevent burn out.
- Managing competing priorities and needs of stakeholders.
- Home visiting when there are risks associated with the visit and ensuring strategies are in place to ensure safety.

### 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 checked="" type="checkbox"/> Overnight travel/stays.                                       | <input type="checkbox"/> Weekend work.                     |
| <input checked="" type="checkbox"/> Travel between office locations/regions.                      | <input checked="" type="checkbox"/> Evening work.          |
| <input checked="" type="checkbox"/> Travel to clients (varied locations).                         | <input checked="" type="checkbox"/> Special event support. |
| <input checked="" 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:

- Support workers
- Other Child and Family Practitioners
- Counsellors
- Manager, Practice Support
- Managers

##### Outside The Benevolent Society:

- Clients and the community
- Other service providers and agencies
- Community Partners
- Wrap around services such as schools, allied health

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