

Position Description: Family Violence Safe, Thriving & Connected Therapeutic Practitioner

Family Violence STC Therapeutic Practitioner	
Reports To:	Client Services Team Manager
Employment Status:	Part-time 0.5-0.8 EFT/ 35-56 hours per fortnight (negotiable)
Tenure:	Ongoing (subject to the renewal of government funding)
Probation:	6 months
Team/Program Area:	Client Services Team
Extent of Authority:	This position has no direct employee reports.
Conditions:	In accordance with the National Employment Standards (NES), the Annie North Enterprise Agreement 2024 – 2027 and the SCHADS Award.
Classification:	SACS Level 5.1 (under SCHADS) - plus superannuation and leave loading.
Salary packaging is available. Increments calculated annually on the anniversary of your start date and dependent upon a satisfactory review.	

About Annie North

Annie North Inc. (furthermore referred to as Annie North) works within a feminist framework to provide crisis and transitional support and refuge accommodation to women and children who are escaping domestic and family violence. Annie North has a state-wide catchment and is located within the Loddon region in Bendigo. Annie North also provides the Loddon Family Violence After-Hours Service.

Our services are accessible to all adult people who identify as women and to their accompanying children from all sexual orientations and/or gender identities. Our services are provided irrespective of women’s and children’s cultural backgrounds or abilities. This extends to institutional and support worker violence for women and children who identify as having disabilities, kinship violence for women and children who identify as Aboriginal and/or Torres Strait Islander peoples, women without visa or residency status who identify as culturally and linguistically diverse (CALD), and where women and children have experienced sexual violence and require safe refuge. Access to services is determined by the organisation’s eligibility criteria, which includes the need for immediate safety.

Annie North is victim/survivor-centred and a ‘rights based’ service model that works within a human rights framework. We are client-focused and inclusive, and place the safety of women, their children and their recovery at the centre of their experience with our service. We respect that clients are the experts in their own journeys and support them to have options that lead to sustainable long-term outcomes free from abuse. Our work is grounded in evidence-based practice. We locate the experience of domestic and/or family violence in the wider context of women’s and children’s relative lack of social, economic and political power. We help identify and challenge the system’s barriers and gaps that victim/survivors encounter, and we challenge victim-blaming narratives and stereotypes that are widespread in the community. We understand domestic and family violence as gender-based violence with complex intersections with other social inequalities. We work to promote empowerment of victim/survivors, concentrate on strengths of the families we support and endeavour to ‘do no harm’. Along with working with individuals we also work at a broader level to dispel myths and promote messages that locate domestic and family violence in a

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social context to strive for social change. We understand that violence against women is the greatest human rights violation women across the world face.

About This Position

Safe, Thriving and Connected (STC) is an innovative and integrated safety and recovery approach that delivers specialist therapeutic interventions to victim/survivors experiencing and/or recovering from family violence.

Safe, Thriving and Connected has been developed and is delivered by the Loddon Gender Equality and Violence Prevention Consortium (the Consortium), which has a long history of working in partnership. The Consortium partners are experienced service providers in the delivery of integrated and coordinated specialist family violence services and system responses across the Loddon area. The Consortium members are:

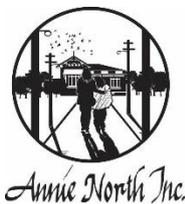
- Centre Against Sexual Assault Central Victoria
- Centre for Non-Violence
- Annie North Women’s Refuge and Domestic Violence Service
- Women’s Health Loddon Mallee
- Sunbury and Cobaw Community Health

The Family Violence STC therapeutic practitioner complements Annie North’s integrated therapeutic and case management support model. The current STC funding covers a 0.5 FTE role of 35 hours per fortnight, however, for the right practitioner this can be negotiated up to 0.8 FTE (up to 56 hours per fortnight) to include other therapeutic work within the organisation. There is a requirement for data reporting against funding targets within this position, so high level administration skills are required.

As the only STC therapeutic practitioner based within Annie North, this role will work closely with the other therapeutic staff to offer the following to Annie North clients:

- Therapeutic support to victim/survivors within Annie North refuge, crisis and transitional accommodation as part of the STC program. (If capacity allows, the practitioner will also support other STC clients external to Annie North).
- Therapeutic support as part of the Annie North integrated therapeutic and case management support model which can include supporting clients with practical needs such as appointments and advocacy.
- Due to the unique nature of refuge work, the practitioner needs to be flexible in delivering modalities/approaches for clients who are not therapeutically ready for clinical counselling.
- The position is located within the Client Services Team which consists of Family Violence Case Management, Therapeutic and After Hours Practitioners.
- The position reports directly to the Client Services Manager.

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About This Position

- The position is based within the Annie North core and cluster facility during business hours; however, some travel may be required for training and outreach.

This position is only open to women in accordance with the Equal Opportunity Act 2010 (Vic), Section 28, and is a special measure under Section 12 of the Act.

Preferred regular days and hours can be negotiated.

Continued employment (as applicable) is contingent upon satisfactory performance and adherence to organisational values and standards.

Key Responsibilities

- Provide high quality, trauma and violence informed, flexible therapeutic services to women and their accompanying infants, children and young people residing in Annie North refuge, crisis and transitional accommodation sites (and/or external clients when capacity allows).
- Skilfully employ a range of therapeutic responses consistent with a gendered framework of understanding family and domestic violence.
- Provide evidence of method and evaluation of therapeutic supports used.
- Conduct assessments, including specialised risk and safety assessments and undertake collaborative support planning with individual victim/survivors regarding their therapeutic wellbeing and recovery. Continuously monitor and update therapeutic support plans.
- Prioritise the safety and wellbeing of children, infants and young people as victim/survivors in their own right.
- Work collaboratively with mothers/caregivers in a way which recognises the importance of strengthening the parent/child relationship and how this can be impacted by family violence.
- Provide holistic support in a manner that empowers victim/survivors, through proactively reaching out to clients in the various Annie North accommodation types and working collaboratively with refuge case managers and other therapeutic practitioners.
- Work collaboratively with other service providers and external stakeholders concerning the holistic needs of women, infants, children and young people.
- Participate in the STC Community of Practice and supervision.
- Ensure all program requirements are met including data collection, record keeping and adherence to agreed practice standards and requirements.
- Work independently and make sound decisions based on good practice with strong initiative and accountability. Ensure practice is accessible, culturally responsive, inclusive, trauma informed and based on an understanding of gender-based violence.
- Ensure practice is in accordance with Annie North policies, procedures, governance frameworks and Government legislation and other standards (MARAM, FVISS, CISS, Safe + Equal Code of Practice.)
- Maintain excellent data records, demonstrate a high level of professionalism and ethics and represent the organisation with integrity.



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Key Responsibilities

- Maintain privacy, safety, security and confidentiality of clients, colleagues, Annie North accommodation and the service operations.
- Reflect expected standards of behaviour in accordance with the Annie North Code of Conduct.
- Participate in team meetings, wider agency activities, training/forums and mentoring of new staff, students and volunteers.
- Participate in supervision, debriefing and Performance Development Planning demonstrating a commitment to professional growth, self-care and critically reflective practice.
- Contribute to the development and implementation of the Annie North Inc. Strategic Plan and participate in continuous quality improvement.

Key Selection Criteria

Qualifications and Prerequisites

- Bachelor's degree level or higher qualification in a Health or Social Sciences related field such as Psychology, Counselling, Family Therapy, Social Work, or related discipline.

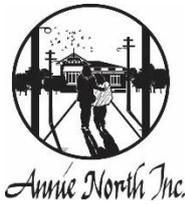
Knowledge and Skills

Mandatory

- Experience/qualifications in providing direct support to clients in a therapeutic setting, including clinical and risk assessments, and therapeutic interventions in one or more specific modalities.
- A demonstrated understanding of feminist practice and its application in therapeutic responses that address the gendered nature of violence against women and its impact on children and young people.
- Demonstrated ability to collect and collate data and provide written reports and complete administration tasks related to the delivery of the program.
- Excellent communication and interpersonal skills to build rapport and foster harmonious and collaborative relationships internally and with external stakeholders.
- Demonstrated understanding of intersectionality as it relates to diverse and marginalised populations and their experience of family violence and other forms of gender-based violence.
- Demonstrated high levels of resilience and ability to work in a changing and demanding environment – exercising maturity of judgement and sound and accountable problem-solving capability.

Desirable

- At least 2 years' experience working in a therapeutic or clinical role with victim/survivors of family violence or other related discipline.
- Demonstrated experience in providing therapeutic or clinical support services to infants,



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Key Selection Criteria

children and young people.

Minimum Mandatory Qualification Requirements

As per the minimum mandatory qualifications requirements via <https://www.vic.gov.au/mandatory-minimum-qualifications-specialist-family-violence-practitioners> all candidates wishing to apply for this role must be able to demonstrate that they: are considered EXEMPT under the policy

OR

hold a Bachelor of Social Work or other equivalent qualification

OR

have minimum 5 years relevant professional experience,

OR

a related qualification as per the mandatory minimum qualification requirements.

OR

hold significant cultural knowledge and experience or lived experience and have faced barriers to educational pathways.

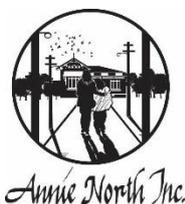
Please note that candidates wishing to enter the specialist family violence workforce via a related qualification or 5 years related professional experience pathway, OR the significant cultural knowledge and experience or lived experience pathways will be required to *work towards* the Equivalency Principles within specified timeframes (as per the mandatory minimum qualifications policy).

If you believe these pathways may apply to you and would like more information, please don't hesitate to contact the Client Services Manager to discuss this further.

Conditions of Employment:

- Employment is subject to satisfactory reference checks.
- The successful applicant must provide evidence of their right to work in Australia.
- A current Working with Children Check and National Police Check will be required prior to an offer of employment being made (including an international police check if resided continuously in an overseas country for 12 months or more in the last 10 years).
- Evidence of a valid Victorian driver's license with no passenger restrictions.
- The position is subject to a probationary period as outlined in the employment contract.
- All employees are expected to comply with the organisation's Code of Conduct, Principles and Standards, Policies, and Procedures as well as all relevant standards, laws and regulations relevant to the role and/or relevant qualification and professional body if applicable.

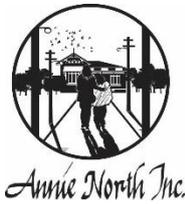
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Attribute Requirements	
Creative and innovative	<ul style="list-style-type: none"> • Finds ways to work better and smarter. • Generates options and ideas. • Is open to change and alternatives.
Analytical	<ul style="list-style-type: none"> • Reviews arguments and opinions before making judgement. • Presents clear and logical arguments. • Takes a systematic approach when building toward improvements.
Flexible	<ul style="list-style-type: none"> • Adapts to changing circumstances in the workplace. • Prioritises work and addresses what is most important. • Takes advantage of new and emerging opportunities.
Resilient	<ul style="list-style-type: none"> • Recovers from setbacks. • Overcomes obstacles and impediments. • Learns from experience and identifies areas for self-development.
Culturally aware	<ul style="list-style-type: none"> • Respects difference in all its forms. • Adapts language to aid communication. • Values diversity as a strength and positively promotes diversity.
Inclusive	<ul style="list-style-type: none"> • Recognises the rights of others. • Is committed to social justice and social inclusion. • Makes equitable and accountable decisions.
Ethical	<ul style="list-style-type: none"> • Has integrity and principles. • Is credible and truthful. • Reflects expected standards of behaviour and/or Code of Conduct. • Is reliable and trustworthy.
Collaborative	<ul style="list-style-type: none"> • Works with others to achieve common goals. • Engenders a spirit of teamwork. • Inspires trust.
Work Standards	<ul style="list-style-type: none"> • Has high work standards and is proactive in carrying out work and ensuring service reliability. • Has high work ethic even when processing mundane non-challenging duties. • Acknowledges and learns from mistakes. • Maintains privacy, safety, security and confidentiality of clients, other workers, the refuge properties and the service operations.
Self-disciplined	<ul style="list-style-type: none"> • Manages own time to achieve key outcomes. • Avoids distraction and diversions. • Demonstrates punctuality and meets agreed schedules and timelines.

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Attribute Requirements	
	<ul style="list-style-type: none"> Manages time and uses tools effectively to assist with planning and organising.

Annie North Benefits
<p>Annie North aims to be a family friendly workplace offering generous conditions through the Enterprise Agreement including flexible working arrangements where possible.</p> <p>Benefits include:</p> <ul style="list-style-type: none"> Option to salary package up to \$15,900 (tax free);* this allows you to increase the tax free component of your salary. If you take advantage of salary packaging, your take home pay is increased. Paid parental leave. Long service leave due after ten years, with access after seven. Generous personal leave entitlements. Cultural and volunteer leave. Study leave. Professional development and training. Commitment to staff safety and wellbeing. Flexible use of hours may be negotiated depending on position descriptions and work plans. <p>*Salary packaging does have implications for taxation, and it is recommended that all new employees seek independent financial advice before opting for salary packaging.</p>

Relationships	
Internal	External
<ul style="list-style-type: none"> Annie North Clients STC Clients and Partners Annie North Members Annie North Staff 	<ul style="list-style-type: none"> Consortium Funders Supporters Other stakeholders Community

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