

POSITION DESCRIPTION

Position Title	Family Violence Recovery Practitioner
Program	Northern Healing & Recovery Program (NHARP)
Employment Status	Full-time or 0.8 EFT will be considered
Tenure	Permanent
Classification	Level 5 - 6 (dependent on experience)
Position reports to	Team Leader
Location	Heidelberg and Thomastown on lands of Wurundjeri People

Kids First is a child and family services provider and early years education specialist. We have proudly been at the heart of community care in Victoria since 1896.

Our proud history is matched with a progressive mindset as we continually deliver Australian-first and sector leading programs designed to strengthen family relationships, support healing and recovery from trauma and set children up for brighter futures.

We nurture an inclusive and rewarding culture that attracts and retains talented people, bound to a common purpose. Built on our legacy of more than 120 years of community service, we actively support our people to make a significant difference to the lives of children and families. Every. Single. Day

Kids First is a child safe organisation and is committed to maintaining a child safe environment for children and young people who access our services.

As an Equal Opportunity employer, we respect and value diversity and inclusion. We welcome everyone to apply, regardless of age, ethnicity, cultural background, gender, sexual orientation, religious affiliation, and physical ability. Reasonable adjustments will be made for people with disabilities where operationally viable.

Our Vision

All children and young people thrive in resilient, strong, and safe families and communities.

Our Values

Our HEART values encapsulate the way we work together and partner with children and families to bring positive and sustainable outcomes.



Hope

We believe that change is possible and achievable



Empowerment

We build on people's strengths and support their ability to make positive changes in their lives



Accountability

We are open and transparent in everything we do



Respect

We value all people



Trust

We act in an ethical, inclusive, professional and open manner

Program Overview

The NHARP Group Program is based on an evidence based, flexible, trauma informed and relational practice, is designed for family violence recovery.

N-HARP (Northern Healing and Recovery Program) provides support to carer/parent victim/survivors, children and young people aged between 0 – 18 years.

NHARP is a consortium program, led by Berry Street (Take Two - Restoring Childhood Program), and partner agencies including inTouch Multicultural Centre Against Family Violence, Rubix, Thorne Harbour Health and Victorian Aboriginal Child Care Agency (VACCA) and Kids First Australia. The partnership is responsible for leading and governing the Family Violence Recovery service for children and young people aged 0-18, across the North East and Hume Merri-bek areas of Melbourne.

At Kids First, the N-HARP Program team provides a care model of therapeutic interventions, to support the recovery and wellbeing of parents/carers children, young people and their families.

We offer a range of evidence-based services, by individual and group work, that are tailored and flexible to support the diverse needs of family members. Interventions align with the clinical service model and practice principles of Kids First Australia.

Position Summary

The primary focus of this role is the delivery of individual therapeutic client practice and the facilitation of NHARP Group therapeutic programs, as outlined in the NHARP Program Calendar.

Organisational Relationships

Supervisor	NHARP Team Leader
Direct Reports	N/A
Internal Relationships	<ul style="list-style-type: none">• Chief Executive Officer• Executive Team• Direct Reports• All staff
External Relationships	<ul style="list-style-type: none">• NHARP Consortium partners – Berry Street, inTouch, Rubix, Thorne Harbour Health and VACCA• The Orange Door• Child Protection (DHHS) and Community Based Child Protection Workers• Alliance partner agencies• Other key stakeholders including government, corporate, community and fundraising/philanthropic organisations• Professional networks

Key Responsibilities

Teamwork & Individual Practice

- Undertake psychosocial client assessments, including family violence risk and developmental history.
- Develop safe, client centred, child inclusive case recommendations with clearly articulated goals, in partnership with families and other key stakeholders
- Engage, develop and support therapeutic relationships with mothers, children and young people who have experienced family violence.
- Facilitate the delivery of evidence-based family violence recovery group work programs and practices.
- Contribute to the development and promotion and implementation of the NHARP Group Program
- Deliver evidence based and trauma informed therapeutic Group Programs for mother's/caregivers and their children
- Provide therapeutic, attachment-based counselling for caregivers and children either outreach or centre based.
- Ensure service standards, program procedures, and client information systems are maintained in accordance with Kids First policy and procedures.
- Undertake professional development to maintain best practice in relation to current evidence informed family violence therapeutic practices and interventions
- Conduct and maintain appropriate administration requirements as determined by Kids First, including the ability to develop and maintain case notes and record client IRIS data
- Undertake continuous high quality risk assessments in consultation with Team Leader and Senior Practitioner.
- Actively participate in supervision and group supervision, as outlined in Kids First supervision policies and procedures.
- Participate in and contribute to evaluation, including use of evidence-based evaluation tools.
- Participate in regular case review processes and complete closures in line with Kids First standards.

Stakeholder Relations

- Maintain relevant sector partnerships to build effective collaborations in order to offer best practice services to children and families.
- Engage with relevant stakeholders including government and non-government organisations.
- Actively demonstrate practice leadership and quality outcomes, through networking opportunities and partnerships
- Actively contribute on relevant internal working groups

Quality and Risk Management

- All Kids First employees have a personal responsibility to work safely and to abide by the legislation, rules and established safe work practices that govern safety in the workplace.
- Ensure service standards, program procedures, and client information systems are maintained in accordance with Kids First requirements.
- Ensure practices are compliant with Service Quality and Practice standards according to Kids First Policies and Procedure

Capability Framework – key selection criteria

Formal Qualifications	Relevant tertiary qualification in social work, psychology, family therapy, counselling, child and family social welfare, relevant allied health or related discipline.
Skills & Experience	<ul style="list-style-type: none"> • Sound understanding of current family violence recovery theories and practice frameworks. • Demonstrated experience working therapeutically with women/caregivers' children and young people who have experienced family violence. • Demonstrated experience and/or understanding of facilitating group programs. • Knowledge of early childhood development, including trauma informed care and childhood attachment theory. • Knowledge of groupwork theory and practice, as it applies to family violence recovery. • Ability to work independently whilst proactively contributing as a member of a multi-disciplinary team. • Demonstrated capacity to network and build productive relationships with others both internally and externally • Highly developed written, verbal, and interpersonal communication skills.
Other Selection Criteria	<ul style="list-style-type: none"> • Current Victorian Working with Children Card • Willingness to undertake a Police Check • demonstrated capacity to work in a culturally informed and respectful manner, including an understanding and willingness to learn about Aboriginal culture, values and protocols

Inherent Physical and Psychological Demands

Activity	Frequency – Daily Regular Occasional
Managing competing priorities	Daily
Computer based activities	Daily
Attending external locations	Regularly
Interact with clients who may display physically or verbally challenging behaviour	Sometimes
Exposure to families who have experienced family violence	Daily
Exposure to clients who have used family violence	Daily
Dealing with confrontation	Regularly
Driving	Occasionally
Walking, climbing stairs, bending	Sometimes

Out of Hours Work (evenings)	Sometimes
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