

POSITION DESCRIPTION

Position Title	Family Violence Recovery Practitioner
Program	Northern Healing & Recovery Program (NHARP)
Employment Status	Part Time 0.6 EFT
Tenure	Permanent
Classification	SCHADS Level 5 - 6 dependent on experience.
Position reports to	Team Leader, NHARP
Location	Thomastown & Heidelberg ; Wurundjeri Country

Kids First is a child, youth 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 and young people 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 125 years of community service, we actively support our people to make a significant difference to the lives of children, young people 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 Purpose

Every day we will work together to improve the life trajectories of children and young people and maximise positive outcomes for them and their families.

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

Position Purpose

The Kids First NHARP works in a formal partnership with Berry Street, who are responsible for leading and governing this Family Violence recovery service for children and young people aged 0-17.

The primary role and purpose of the Family Violence Recovery Practitioner position is to provide therapeutic support (group work and individual work) to women, children and young people and or their caregivers recovering from family violence. This includes the ability to engage, develop and maintain therapeutic relationships with and between mothers/care givers and their children/young people to support recovery and strengthen the mother/child relationship.

The group work component of NHARP is based on an evidence based, flexible, trauma informed and relational, and are specially designed for family violence recovery.

Organisational Relationships

Supervisor	Team Leader, NHARP
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">• Key Stakeholders including, government, corporate, community and fundraising/ philanthropic stakeholders• Professional networks• Berry Street Restoring Childhood service.• The NEMA Orange Door service• Child Protection (DHHS) and Community Based Child Protection Workers• Alliance partner agencies

Key Responsibilities

Teamwork & 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.
- In partnership with the NHARP develop an annual community engagement and group work calendar and communicate this to the team and wider community.
- Provide groupwork for mother's/caregiver, infants, children that are therapeutic, evidence

based and trauma informed.

- 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 practices and interventions.
- Conduct and maintain appropriate administration requirements as determined by Kids First, including the ability to develop and maintain case notes, input IRIS data.
- Undertake continuous high quality risk assessments in conjunction with Team Leader and colleagues.
- Actively participate in supervision and group supervision, according to 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.
- Identify and apply appropriate research in formed interventions and develop innovative solutions to complex and difficult cases, drawing on a range of professional networks to identify gaps in case assessments.
- Complete all duties required to ensure program logic and model of care.

Stakeholder Relations

- Develop skills in engaging in appropriate networking opportunities and partnerships to build effective collaborations in order to offer best practice services to children and families.
- Engage with appropriate stakeholders and other government and non-government organizations.
- To undertake consultation to service providers as required to support the care of children, young people, and families across the function.
- Contribute to Kids First reputation for practice leadership and quality through networking opportunities and partnerships.
- Hold active position on relevant Working Parties and Kids First Committees.

Quality and Risk Management

OHS

- 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.

Capability Framework – Key Selection Criteria

Formal Qualifications	<ul style="list-style-type: none">• Relevant tertiary qualification in social work, psychology, family therapy, counselling, child and family social welfare, relevant allied health or related discipline.• Family Violence qualification (desirable).
Skills & Experience	<ul style="list-style-type: none">• Sound understanding of current family violence recovery theories and practice frameworks.

	<ul style="list-style-type: none"> • Demonstrated experience working therapeutically with women/caregivers' children and young people whom have experienced family violence. • Demonstrated experience and/or understanding of facilitating women's and children's therapeutic and support groups. • 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. • Demonstrated personal resilience and a level of self-awareness relating to one's own practice and relationships with others. • Able to work independently, whilst contributing strongly as a member of a multi-disciplinary team. • Demonstrated capability to network and build productive relationships with others both inside and outside organisational boundaries. • 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 • A good understanding of or willingness to learn about Aboriginal culture, values and protocols and a demonstrated capacity to work in a culturally informed and respectful manner.

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