



Title	Casual Family Violence After Hours Crisis Response Worker
Reports to	Team Leader Family Violence Services
Classification	SCHADS level 5 (hourly rate \$36.00 - \$39.00)
Direct Reports	NA
Hours	Casual Flexible hours and days
Last Updated	July 2018

Good Shepherd Australia New Zealand (GSANZ)

The Good Shepherd network works to create just and equal communities where women and girls can live full, safe lives. We have been committed to our mission for nearly 200 years, working strongly for social change. Wherever we are, we strive to team up with people who share our mission, vision and passion for social justice because the need is still great. Women and girls are at the centre of GSANZ's work and mission, with areas of expertise including: safety and resilience, educational pathways and financial security.

Our Safety & Resilience services are delivered across Victoria and New South Wales and include integrated family services (including Child FIRST), a range of family violence response services, counselling and case management for children, young people, women and families, support for those who are homeless or at risk of homelessness (including refuge accommodation for women and children who have experienced family violence). Support groups and workshops are offered in community settings to meet the identified needs of vulnerable children, young people, women and families. All of our services are informed by the latest evidence and research and adopt a best practice approach. We are committed to continuous improvement, innovation and delivering measurable outcomes. Our services are strengths based, client-centred and underpinned by our mission and values.

Role Purpose

The Casual Family Violence After Hours Response Worker is an integral member of the family violence team and delivers high quality face to face crisis responses to women and her children who are experiencing family violence across the Bayside Peninsula Region. The responses will be to locations within the region and may include motels, police stations, hospitals or other locations.

The role contributes extensive knowledge and understanding of family violence to crisis responses delivering valued services and outcomes during evenings, weekends and public holidays on an individually negotiated basis and in response to service needs.

Utilising the Common Risk Assessment Framework (CRAF) this role will conduct a comprehensive risk and needs assessment of women and children through trauma informed, systems and developmental frameworks and provide safety planning, material aid and emotional support bringing about outcomes which promote safety and service access for immediate needs.

The Casual Family Violence After Hours Response Worker will work in partnership with a Primary Family Violence Case Manager in delivering the response and share the reporting and administrative requirements.

Essential Skills and Qualifications

- Appropriate tertiary qualification in Social Work, Psychology, or a related tertiary discipline is essential
- Experience working with cohorts of the community who experience multiple forms of discrimination and disadvantage (e.g. Aboriginal and Torres Strait Islander communities; people from culturally and linguistically diverse communities; people with disability; people from LGBTI communities).
- Demonstrated experience assessing risk, needs and protective factors of children, safety planning and determining appropriate referral pathways
- Demonstrated therapeutic skills and the ability to apply a trauma framework to the various presentations of women and children experiencing trauma
- Demonstrated experience working with women and children presenting with complex needs and behaviours (e.g. trauma, substance abuse, mental health, parenting issues, disability) and/or from CALD or indigenous backgrounds
- Demonstrated knowledge of the impacts of family violence and the capacity to apply appropriate theoretical frameworks to practice
- Demonstrated success in maintaining external networks and collaborative relationships with professionals both internal and external
- Demonstrated experience in preparing written reports, maintaining records, including case notes and data base reporting
- Flexibility and availability to deliver the after hours service during evenings, weekends and public holidays
- Demonstrated success working as part of an effective and productive team, along with the ability to be self-directed
- A satisfactory Police Check
- A current Working with Children's Check (WWCC)
- A current Full Australian Drivers Licence and access to a reliable and comprehensively insured motor vehicle for which mileage will be re-imbursed

Desirable Skills, Qualifications and Attributes

- Experience working in the family violence sector is highly desirable
- Experience working within a crisis response model will be highly regarded
- Demonstrated commitment to personal professional development including knowledge of the Royal Commission into Family Violence Recommendations and the broader impact of the current reforms on the family violence sector
- Ability to work flexible hours and adapt to changes relevant to service demand

Responsibilities

Strategy

- Deliver service in line with team operational plan and GSANZ's strategic plan
- Contribute to development of team plan
- Demonstrate understanding of social justice and community capability building concepts

People

- Demonstrate commitment to own learning and development
- Take responsibility for own wellbeing
- Contribute to development of a high performance team through demonstration of skills outlined in GSANZ 's capability framework

Clients

- Deliver best practice service to clients in line with agreed goals/contribution
- Seek feedback from clients in order to reflect and improve on own practice
- Maintain a client centred approach to service delivery at all times

Service Delivery and Operations

- Deliver all services in line with Department of Health and Human Services Service Standards and program policies and procedures
- Apply a coordinated care team approach to outreach case management service delivery
- Maintain accurate data, information and reporting at all times
- Undertake comprehensive, client-centred family violence risk assessments, needs assessments and safety planning with victim survivors and their children (when appropriate)

- Utilise available resources to assess, respond to and mitigate risk and support the family's recovery from family violence including the provision of flexible support packages and other initiatives available across Bayside Peninsula
- Participation in working groups, team and networking meetings as required
- Provide secondary consultations to internal and external stakeholders as required
- Participate in rostered team duties including After Hours Crisis Response, court support and community based outreach
- Other duties as reasonably required

Stakeholders

- Liaise effectively with referral network
- Work collaboratively with other service providers to deliver valued outcomes for clients
- Develop constructive, collaborative relationships with other GSAZ team members and departments

Compliance

- Maintain client files, case notes and data in accordance with DHHS and GSAZ standards
- Demonstrate behaviour consistent with GSAZ mission, values, behaviours and policies at all times
- Maintain agreed quality standards
- Maintain OH&S standards at all times

Leadership Capabilities

- Active Listening- concentrate on, understand and appropriately respond, to what is being said
- Communication - effectively adapt communication modes and styles to different audiences and mediums
- Team Relationships - recognise, value and optimise the individual skills and abilities of each team member
- Problem Solving and counselling - work with others effectively to solve problems and develop capability
- Participative decision making - maintain clients at the centre of decision making and involve others for ownership and commitment
- Team development - development of strategies to address gaps and optimise team function
- Objective setting - development of team and individual goals consistent with strategic and operational plan
- Quality Standards - commitment to quality standards, processes and continuous improvement

Values & Behaviours - We are all co-responsible for the delivery of the Good Shepherd Mission and living our values by modelling these behaviours in all that we do.

Reconciliation

- We understand the past, respect our place in history and move forward in the spirit of healing and partnership
- We use our capability to build knowledge and skills in the community and with individuals
- We use a coaching approach to facilitate growth, skill building and development
- We pro-actively seek opportunities to draw on the wisdom and expertise of others in order to support those we work with appropriately

Value of each person

- Our relationships are based on empathy, respect and compassion that sees, and seeks out, the good of each person
- We participate actively, courteously and enthusiastically as part of a team
- We work collaboratively to deliver valued outcomes for every individual
- We adopt appropriate systems and practices to support outcomes that are important to people
- We recognise the strengths, skills and contribution of each person in order to achieve our mission

Justice

- We challenge structures and behaviours that perpetuate disadvantage so that we bring about positive change

- We listen first in order to understand
- We use our resources efficiently and effectively to sustain and grow our services
- We have constructive conversations about performance, recognise excellence and hold each other accountable for our values based behaviours
- We make informed decisions and communicate early, honestly and transparently

Zeal

- Our commitment is wholehearted
- We embrace opportunities to increase our positive impact and influence
- We reflect and adapt our practice to ensure currency and relevance
- We see change as an opportunity and positively champion new ways of being and doing
- We stretch ourselves individually and collectively to overcome barriers and setbacks

Audacity

- We think reflectively and take bold action to follow new paths for the mission
- We look for innovation and learn from mistakes as a path to knowledge
- We make brave decisions while we are prudent and carefully assess risks and alignment to mission
- We embrace debate to ensure sound decision making
- We stand by our decisions as a team and as individuals.