

Position Description – Team Leader Specialist Women and Children Services

Position	Team Leader – Specialist Women and Children Services
Program	Access, Support and Family Safety
Status	Ongoing
Location	Hamlyn Heights
Tenure	Full Time
Date	January 2019

About Bethany

Bethany is a vibrant community service organisation based in Victoria that provides a broad range of prevention, intervention, support and educational services to children, young people, families and individuals.

Our Vision

To be a recognised leader in providing services that work in new ways to support children, families and individuals to be the best they can, develop secure relationships and participate in their community.

Our Values

- **Courage** *We take action and stand up for what we believe*
- **Respect** *We value people and build on their strengths*
- **Integrity** *We are open, fair and just in everything we do*
- **Innovation** *We develop new ways of working to make a difference*
- **Collaboration** *We work together to improve outcomes*

Bethany’s Statement of Commitment to Child Safety

Bethany is committed to providing a child safe environment. We have zero tolerance of any abuse or maltreatment of children. We are committed to ensuring children and young people are able to actively participate in decisions that affect their lives.

We understand our legal and moral obligations to treat any child safety concerns seriously. We report any allegations and wellbeing concerns to authorities. We are committed to the cultural safety of all children including Aboriginal children, children from culturally and/or

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linguistically diverse backgrounds, and to providing a safe environment for children with a disability.

Policy Context

The Specialist Family Violence service delivery environment is currently engaged in a plethora of reform activity as a direct result of the Royal Commission into Family Violence (2015), subsequent recommendations (2016) and significant funding from government. Particular reforms relevant to this role include, but are not limited to; The review of the Specialist Women and Children’s Case Management service delivery model, undertaken by Urbis Consultancy in 2018. The recommendations and implementation of this review are scheduled for later 2019. The implementation of the Information Sharing Scheme (2018), developed to increase the lawful sharing of risk relevant information to ensure safety for victim survivors and accountability for perpetrators. The advent of the MARAM (Multi-Agency Risk Assessment and Management Framework) and the ensuing implementation of the Framework, scheduled for 2019.

Position Objective

This position is responsible for leading and developing Bethany’s response to women and children who have experience/d family violence. This role will provide clinical/technical guidance and assistance to problem solve complex case presentations, promote evidence informed interventions and build capabilities in the staff team that work with women and children . Leadership functions will be in accordance with the relevant industrial instruments and regulations and agency policies and procedures ensuring alignment with Bethany’s Strategic and Operation plans.

Organisational Relationships

Supervisor	Manager – Family Violence Services
Direct Reports	Specialist women and children’s team
Key External Liaisons	Orange Door – Barwon, SalvoConnect Women’s Services, The Sexual Assault and Family Violence Centre, Victoria Police, DHHS Child Protection and other Community Service Organisations.

Capability Framework

- Manages and maintains strong/effective risk management processes pertaining to clients, staff, organisation and community stakeholders.
- Promotes and implements effective change management processes and monitors outcomes.
- Strengthens a collaborative organisational culture through developing team and individual capacities/capabilities.
- Models and promotes organisational values including self awareness, self management and social awareness in communications, problem solving and conflict resolution.
- Promotes and adheres to Bethany's Code of Conduct and all policies and guidelines.
- Manages and develops work practices to comply with relevant legislation and compliance requirements.
- Promotes, develops and delivers best practice to focus team and colleagues on client outcomes.
- Develops and maintains relationships and partnerships with all stakeholders to maximise organisational and/or client outcomes.
- Effectively manages team dynamics, enabling collaborative and productive relationships and work/life balance.

Personal Attributes

- Demonstrates a robust, professional and consistent approach to work.
- Advocates and champions to achieve positive change.
- Demonstrates a strong and ethical commitment to feminist practice and gender equality.
- Leads a culture of respectful and collaborative relationships and behaviour across the organisation.
- Is truthful and ethical and leads and reinforces expected standards of behaviour at all times.
- Generates ideas and solutions and takes advantage of new and emerging opportunities.
- Creates and sustains dynamic and productive relationships to maximise outcomes.

Key Responsibilities

1. Leading strong service response towards women and children who experience/d family violence by:
 - (a) Establishing systems, procedures and professional training opportunities to guide evidence informed practice and track progress
 - (b) Providing secondary case consultation and technical input where required
 - (c) Working with Specialist Women and Children’s practitioners to identify and resolve practice issues as they arise, including where there are different views within the team
 - (d) Operating with autonomy and accountability to achieve the above.
2. Providing specialist and advanced practice leadership and support to practitioners by:
 - (a) Leading, mentoring and developing staff in casework practice
 - (b) Co-working with and providing daily support (as requested and required)
 - (c) Promoting evidence based approaches, as well as continuous improvement in professional practice
 - (d) Providing practitioners with relevant information and access to systems to support safe and effective practice approaches.
3. Providing sound judgement and authoritative advice on risks, priorities, accountability and practice matters to the team and where relevant the Manager of Family Violence.
4. Work in consultation with practitioners in their use of Flexible Family Violence packages to enhance casework outcomes for client group.
5. Building and maintaining positive relationships with key stakeholders to facilitate a partnership and practice approach.
6. Supporting clinical and practice professional development and training of practitioners by:
 - (a) Undertaking an analysis of clinical and professional development needs across the team
 - (b) Coordinating professional development opportunities for the team and where relevant, collaborating with other service delivery areas of Bethany
 - (c) Fostering and facilitating practice innovation.

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7. Using the SHIP client data base for recording, analysis and review of client information.
8. Compiling monthly reports of statistical data to Manager of Family Violence and (others as required) and funding bodies and ensuring program compliance with relevant legislation and government guidelines.
9. Taking reasonable care for your own health and safety and for that of others in the workplace by working in accordance with legislative requirements and occupational health and safety (OHS) policies and procedures.

Key Selection Criteria

Essential

1. Professional clinical experience and relevant graduate or post-graduate qualification(s) in social work, psychology or a related discipline.
2. A strong knowledge and understanding of the drivers/causes of violence against women and children and the social contexts in which family violence operates within.
3. Demonstrated experience in leading practice within service delivery contexts, particularly multi-disciplinary and multi-agency approaches to the provision of services.
4. Commitment to advocating for non-violence and to living non-violently.

Desirable

5. Works collaboratively to drive cultural change: has a clear concept of the culture required to achieve practice excellence; designs and delivers innovative practices that enhance practice and promote quality clinical standards.
6. Expert knowledge and experience working with women and children who experience/d family violence.
7. Systems thinking: diagnoses trends, obstacles and opportunities in the internal and external environment; understands the linkages between natural systems and communities to inform policy; conceptualises and defines the systems working within the organisation.
8. Possess a working knowledge and understanding of the law and legal system, including Information Sharing Schemes in the context of responding to victim/survivors and perpetrators of family violence.
9. Self-management: invites feedback on own behaviour and impact; uses new knowledge or information about self to build a broader understanding of own behaviour and the impact it has on others; understands strong emotional reactions and seeks ways to more effectively manage them.

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10. Proficient in the use of MS Office, databases and knowledge of a range of IT programs.

Mandatory

11. Current full Victorian Driver’s Licence

12. A satisfactory criminal records check and Working With Children Check

Conditions and Remuneration

Salary	This position is classified as an award payment on the Social Community HomeCare and Disability Services Award 2010, Social and Community Services Employee, Level 7, Pay Point 1-3. Salary range is \$88,075 to \$91,525 per annum (pro-rata). In addition, the package also includes salary sacrifice as per government legislation.
Ordinary Hours	Hours of work will be Monday to Friday, to be worked between agency hours of 8am to 7pm.
Conditions	Other conditions of employment as per the Bethany Enterprise Agreement.
Qualifying Period	This position is subject to a minimum employment period (6 months qualifying) during which time the employee's suitability for ongoing employment will be assessed.
Travel	Travel will be required to other offices and across the Barwon area.
Physical Requirements	<ul style="list-style-type: none"> ▪ Sit at a computer or in meetings for extended periods - daily ▪ Work in an open plan office - daily ▪ Work on call or after hours - occasional ▪ Driving – regularly ▪ Outreach home visits - occasional
Mandatory Requirements	<ul style="list-style-type: none"> ▪ Satisfactory Police Check ▪ Current employee Working with Children Check ▪ Current Drivers Licence ▪ All employees are subject to child safety screening and assessment against child safety standards as part of our thorough recruitment process.
Right to work in Australia	You must either be an Australian citizen; or have permanent residence status; or an appropriate visa issued by the Department of Immigration and Citizenship that entitles the employee to work in Australia.

Applications

Further Information	Lisa Robinson – Manager, Family Violence
Phone or Email	03 5278 8122 or employment@bethany.org.au
Applications	To apply visit our website www.bethany.org.au . Applications will need to include cover letter, resume and letter addressing the key selection criteria to be considered.
Closing Date	5 pm Friday 15 February 2019