



Safe, thriving
& connected

SAFE, THRIVING & CONNECTED THERAPEUTIC PROGRAM

POSITION SUMMARY

CONSORTIUM VISION

A future where all women and their children experience gender and social equality, living to their full potential.

ROLE CONTEXT

Safe, Thriving & Connected is an innovative and integrated safety and recovery approach that will deliver specialist therapeutic interventions to victim survivors experiencing and/or recovering from family violence.

Safe, Thriving & Connected has been developed and will be delivered by The Loddon Gender Equality and Violence Prevention Consortium (“the consortium”), who have a long history in working in partnership and 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 for Non-Violence (lead agency);
- Annie North Women’s Refuge and Domestic Violence Service;
- Women’s Health Loddon Mallee;
- Centre Against Sexual Assault Central Victoria; and
- Cobaw Community Health.

By partnering and sharing our specialist expertise and approaches, we will:

- Increase regional access to a range of therapeutic modalities, services and supports to all victim survivors of family violence;
- Work with clients across the continuum of intervention to identify and respond to their therapeutic needs and enabling them to recover and thrive;
- Work with all victim survivors of family violence including clients from diverse groups; and
- Build on the significant capacity and expertise and provide opportunities for joined up service and system responses that deliver strong therapeutic outcomes for victim survivors of family violence whilst ensuring their safety and keeping perpetrators in view.

Safe, Thriving & Connected will provide a range of trauma informed and evidenced based therapeutic programs and services to support recovery and healing. Interventions and services will be accessible across the Loddon area and embedded within the broader service system responses. We will build on existing entry points and referral pathways by providing a framework for assessing risk and safety, therapeutic readiness, case management and transition to community supports that sustain healing and recovery.



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Title: **Safe, Thriving & Connected Program – Therapeutic Clinician**

Please email vacancies@CNV.org.au for a copy of specific organisation Position Description.

Classification: As per specific Organisation Position Description.

Team/Unit: Safe Thriving and Connected

Work Locations: There are three office locations in the following organisations within the Consortium:

Office base in Bendigo within the Centre for Non-Violence, with work as assigned in the Loddon Area.

Office base in Bendigo at the Centre Against Sexual Assault Central Victoria (will also include travel and outreach service within Loddon Campaspe region).

Office base in Echuca within the Centre for Non-Violence Regional Office, with work as assigned in the Campaspe Area.

Hours: 0.8 EFT – 1 EFT (Full time) as negotiated.

Length of contract: Ongoing.

Hours of Work: Normal hours of work between 8am and 7:00 pm Monday to Friday or as outlined in the organisations Enterprise Bargaining Agreement or Collective Workplace agreement. Some office based after-hours work may be expected.

PRIMARY OBJECTIVES OF THE ROLE

Therapeutic Clinicians will deliver a range of trauma informed, evidence based and flexible individual and group interventions for children, young people and adults who have experienced family violence.

The primary objectives of the role are to:

- Provide high quality trauma and violence therapeutic services to women, women and their and their children, young people and their families and adult victim/survivors;
- Conduct assessments including Specialised risk and safety assessments and therapeutic readiness, and develop therapeutic treatment plans for clients as required, working with care teams to achieve the goals within the specified time frame;
- Depending on agency programs, services and priorities: therapeutic recovery group programs for women, children and young people, individual counselling using evidence-based modalities such as narrative, EMDR, art/play therapy and other modalities consistent

with DHS Practice guidelines: women and children's family violence counselling and support programs;

- Utilise flexible brokerage packages to support recovery;
- Undertaking exit planning for increased social connection and support;
- To work co-operatively with internal and external stakeholders and service providers concerning the child development, mental health and well-being needs of infants, children and adult victim/survivors of family violence;
- Participate in a community of practice and clinical supervision
- To support the evaluation of the model; and
- Ensuring all program requirements are met including data collection, record keeping and adherence to agreed practice standards and requirements.

EXPECTATIONS

- Conduct oneself in accordance with the Centre for Non-Violence's Code of Ethics;
- Contribute to achievement of the Centre for Non-Violence strategic plan;
- Support the Consortium's Strategic Plan to stop violence against women;
- Never commit, excuse or remain silent about violence against women;
- Understanding of and commitment to inclusion and cultural safety;
- Have a demonstrated understanding of and commitment to the principles of equity, diversity, continual improvement, risk management and occupational health and safety; and
- Ability to flexibly manage competing priorities and stressful situations, monitoring own stress levels and practicing and promoting self-care strategies.

KEY SELECTION CRITERIA

1. **Mandatory:** An appropriate Bachelor degree level or higher qualification in a Health or Social Sciences related field such as Psychology, Social Work, Family Therapy, Counselling or related discipline.
2. **Mandatory:** A demonstrated understanding of feminist practice and its application in responding to the gendered nature of violence against women and its impact on children and young people.
3. Demonstrated ability to provide direct service in the clinical assessment of and therapeutic service response to infants, children, young people and families, and to comply with service delivery requirements.
4. An understanding of the complexity of the service system and the issues involved in providing services to statutory and non-statutory clients, with the ability to work in a complicated environment.
5. Ability to provide secondary consultation and advice to non-clinical staff, including parents, health, education and statutory services.

6. Demonstrated understanding of and respect for the needs of people with a disability, those from a culturally and linguistically diverse background and Aboriginal and Torres Strait Islander peoples, particularly in relation to cultural safety and awareness.
7. Demonstrated ability to collect and collate data and provide written reports and complete administration tasks related to the delivery of the program.
8. Excellent written and oral communication skills.

APPLICATION PROCESS

To be considered for shortlisting and an interview, applications must include the following:

- Covering letter.
- Key Selection Criteria must be addressed
 - It is essential that the information you provide is clear, concise and most importantly relevant, so that the selection panel can readily assess your application
 - To respond to the KSC you will need to address each criterion individually with a separate heading for each one, about a paragraph in size, summarising how your skills, qualifications, experience and personal attributes are relevant for that criteria. It is always best to support your claims with evidence and avoid using opinions/statements such as 'I have excellent communication skills'. We suggest using the 'STAR' approach –
 - S – Situation – A brief outline of the situation or setting. Who was involved? What was your role?
 - T – Task – What did you do? What happened next?
 - A – Approach/Action – How did you do it?
 - R – Result – What was the outcome? What feedback did you receive?
- Current Resume.
- The names and contact details of three professional referees, ideally one should be from your supervisor and from your most recent employer.
- For application enquiries contact People and Culture on (03) 5430 3000.

Application close: Tuesday 1st December at 4.00pm.

Apply directly from our website www.cnv.org.au or email vacancies@cnv.org.au

Safety Screening and Mandatory Criteria

- All competitive applicants are subject to a satisfactory National Police History Check as part of the recruitment assessment process;
- Applicants who have lived overseas for 12 months or longer during the past 10 years are required to provide the results of an international police check;
- A current Employee Working with Children Check (WWCC) card is required and will need to be provided prior to commencement of employment by the applicant. Currency will need to be maintained by the employee for the period of employment;
- All employees are subject to child safety screening and assessment against child safety standards as part of our thorough recruitment process; and
- Employee's must hold a valid driver's license.