

Safe, Thriving & Connected Children's Therapeutic Clinician

Position title	Safe, Thriving & Connected Children's Therapeutic Clinician.
Classification	Social, Community, Home Care and Disability Services Award 2010 - Level 5. Pay point dependent upon experience.
Salary range	\$103,702.61 - \$108,403.74 annually. Hourly rate \$52.28 to \$54.65. Salary and conditions of employment are as per Social, Community, Home Care and Disability Services Industry Award 2010 (SCHADS) and the Employee Bargaining Agreement (EBA). Copies of both the SCHADS Award and EBA are available at our office.
Conditions	Employee Bargaining Agreement. A mobile phone and laptop will be provided. Flexible Work Arrangements available. Fixed Term role to 30 th June 2028.
Work location	Office based in Bendigo.
Team	Therapeutic Services.
Hours of work	Part-time - 26.6 - 30.4 hours per week, 0.7 - 0.8 FTE. Some out of hour's work may be required.
Direct reports	NIL.
Accountability	Clinical Practice Lead.

Position Purpose

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 delivers specialist therapeutic interventions to victim survivors experiencing and/or recovering from family violence.

Safe, Thriving & Connected has been developed and is 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.

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- Women's Health Loddon Mallee.
- Centre Against Sexual Assault Central Victoria.
- Sunbury and Cobaw Community Health.

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

- Increasing regional access to a range of therapeutic modalities, services and supports to all victim survivors of family violence.
- Working with clients across the continuum of intervention to identify and respond to their therapeutic needs and enabling them to recover and thrive.
- Working with all victim survivors of family violence including clients from diverse groups.
- Building 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 provides a range of trauma informed and evidenced based therapeutic programs and services to support recovery and healing. Interventions and services are accessible across the Loddon area and embedded within the broader service system responses. We are building 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.

Key Relationships

INTERNAL

- Leadership at CNV
- Staff at CNV

EXTERNAL

- Orange Door staff
- Sector organisations and stakeholders
- DFFH, FSV & other Government departments

Key Accountabilities

Key Result Area	Performance expectations
Therapeutic Services	• Provide high quality trauma and violence informed therapeutic services to children and young people victim/survivors, and their families. • Conduct children and young people 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 frames.

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	- Depending on agency programs, services and priorities: support children, young people and their families to engage with 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 DFFH Practice guidelines: women and children's family violence counselling and support programs. - Utilise flexible brokerage packages to support recovery and address individual needs. - Develop and implement exit planning strategies that promote increased social connection, resilience, and ongoing support for children and families.
Teamwork and Collaboration	- Foster a culture of mutual respect, open communication, and shared learning within the therapeutic team and broader organisation. - Collaborate effectively with colleagues across disciplines to ensure integrated service delivery and continuity of care for clients. - Participate in team meetings, case reviews, and reflective practice sessions to support collective problem-solving and professional growth. - Provide peer support and contribute to a positive team environment that values diversity, inclusion, and psychological safety. - Demonstrate flexibility and adaptability in responding to team needs, including supporting colleagues during high-demand periods or complex casework.
Work Collaboratively with Stakeholders	- Work collaboratively with internal and external stakeholders to support the development, mental health, and wellbeing needs of infants and children, as well as their carers—particularly in the context of family violence. - Participate in a Community of Practice and clinical supervision.
Supporting Program Requirements	- Contribute to the evaluation and continuous improvement of the therapeutic model, providing feedback and insights based on practice experience. - Ensuring all program requirements are met including data collection, record keeping and adherence to agreed practice standards and requirements. - Maintain confidentiality and ethical standards in all aspects of service delivery.

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Competencies

Teamwork	Attend and participate in team meetings, agency activities, program development, planning days, working groups, team building activities and supervision. Work well with others in the pursuit of team goals, share information, support others, show consideration, concern and respect. Gain the cooperation of clients and staff where required.
Problem Solving	Capable of discussing and resolving specialist problems. Ability to develop options and resolution to problems.
Time Management	The position requires skills in managing time, setting priorities and planning and organising one's own work and where appropriate that of other employees so as to achieve specific and set objectives in the most efficient way possible within the resources available and within a set timetable.
Ability to Manage Tasks	Set priorities and achieve positive outcomes within agreed timelines.
Resilience	Perseveres to achieve goals, copes effectively, remains calm and in control when under pressure.
Negotiation Skills	Ability to negotiate on delivery of conflicting time critical tasks.
Interpersonal Skills	The position requires the ability to gain cooperation and communicate with others.
Attention to Detail	This position requires a high level of accuracy and attention to detail.
Relationships	Capable of gaining the co-operation and assistance from staff to enable daily tasks to be performed.
Responsiveness	To changes implemented by CNV and Managers.
Judgement and Decision Making	Identifying and understanding problems and opportunities by gathering, analysing, and interpreting information. Using your own judgement to provide specialist advice to employee classified at a lower level.
Written Communication Skills	Prepare clear and accurate correspondence.

Leadership Capabilities

Application of Values	Leads and inspires others with self-awareness of our biases and how they may contribute to perpetuating structural and systemic inequality.
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Decision Making	Allows for collaborative decision making and is open about the information used to make those decisions.
Transparency, Accountability & Excellence	Recognises own role in achieving goals and contributes to the delivery of team objectives.
Change Management	Models flexibility, remains accessible and optimistic, and keeps the team focused through periods of uncertainty. Gains commitment for ongoing change through clear and authentic communication which inspires collective ownership.
Collaboration & Partnerships	Encourages staff to think and act cooperatively, actively seeks opportunities to break down silos, and build cross team collaboration.
Nurturing Talent	Supports team members to build emotional self-awareness.
Knowledge	An understanding of broader CNV strategic priorities, and how these are achieved through the team's day to day work. Knowledge of OH&S and HR process.
Empower & Inspire	Shares credit for team success, and actively works to celebrate achievement. Supports others to learn from mistakes.
Communication	Is accessible, easy to approach and makes time to listen and reflect.
Diversity & Inclusion	Understands the value of diverse perspectives, and supports diverse approaches that enable all individuals to participate to the best of their ability. Leverages individual differences to achieve success.
Workplace Environment	Shows empathy and applies strengths-based solutions to staffing matters, building a safe space for difficult conversations. Proactively works to anticipate and resolve issues that impact wellbeing.
Equality & Power Sharing	Approaches conversations with a view to reaching, where possible, collective decisions and agreements, encouraging contributions from all team members.

Key Selection Criteria

Mandatory:

1. A relevant tertiary qualification in a Health or Social Sciences related field such as Psychology, Social Work, Family Therapy, Counselling or related discipline.
2. 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.

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Essential:

3. Minimum of 3 years' experience in the provision of individual therapeutic services to children, young people, and families, including clinical assessments and therapeutic intervention planning 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.

Desirable:

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.

Minimum mandatory qualifications requirements

As per the minimum mandatory qualification's requirements via <https://www.vic.gov.au/mandatory-minimum-qualifications-specialist-family-violence-practitioners> all candidates wishing to apply for this role must be able to demonstrate that they:

- Are considered EXEMPT under the policy.

OR

- Hold a Bachelor of Social Work or other equivalent qualification.

OR

- Have minimum 5 years relevant professional experience, OR a related qualification as per the mandatory minimum qualification requirements.

OR

- Hold significant cultural knowledge and experience or lived experience and have faced barriers to educational pathways.

Please note that candidates wishing to enter the specialist family violence workforce via a related qualification or 5 years related professional experience pathway, OR the significant cultural knowledge and experience or lived experience pathways will be required to work towards an equivalent qualification within specified timeframes (as per the mandatory minimum qualifications policy). If you believe these pathways may apply to you and would like more information, please

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don't hesitate to contact the CNV People and Culture team to discuss this further on (03) 5430 3000 or email vacancies@cnv.org.au.

Application Process

To be considered for this role, you will need to provide a cover letter and current resume.

Applicants will be assessed against the Key Selection Criteria listed in the Position Description.

Find information about the Application Process on the Careers page of our website <https://www.cnv.org.au/job-application-process>

Application close: Friday 26th September 2025.

Note: we will review applications as they come in and may close the advertisement earlier.

CNV is an Equal Opportunity Employer; values diversity and encourages applications from Aboriginal and Torres Strait islander people, people living with disabilities and culturally and linguistically diverse backgrounds.

Further information regarding employee benefits, organisational overview and further job opportunities can be found on the Careers page of our website www.cnv.org.au

Any enquiries can be directed to the People and Culture team on 03 5430 3000 or by email vacancies@cnv.org.au

Other Requirements

Requirements	Performance expectations
Mandatory prior to commencement	• All offers of employment are subject to satisfactory background checks including a National Police Check (including an international police check if resided continuously in an overseas country for 12 months or more in the last 10 years). • A current Employee Working with Children Check (WWCC) card is required and must 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. • Applicants are required to provide a certified copy of relevant Qualifications.

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	Employees must hold a valid Australian driver's license to drive CNV fleet vehicles.
Eligibility and the Right to Work and Live in Australia	To be considered for employment at the Centre for Non-Violence (CNV) you are required to have Australian citizenship or to be a permanent resident of Australia or have a valid visa that provides work rights. You can gain employment with CNV if you are: - An Australian citizen – a birth certificate, citizenship certificate or current passport is proof of eligibility. - A non-citizen with a valid visa that provides work rights – a current passport containing the visa is proof of eligibility. As the visa has an expiry date, non-citizens can only engage in casual, temporary or fixed term roles that do not extend beyond the expiry date. Documents that are a proof of Right to Work: - Australian Passport. - Full Australian Birth Certificate and a form of photo ID. - Australian Citizenship Certificate. - Certificate of evidence of resident status. - Valid visa with work rights.
Cultural and Child Safety Statement	CNV is a child safe organisation. We are committed to the safety, participation, and empowerment of all children and young people that engage with our organisation, including but not limited to individuals who identify as Aboriginal and Torres Strait Islander, Culturally and/or linguistically diverse, Gender diverse and/or same sex attracted and People with a disability.
CNV Board Statement of Commitment	- We recognise and acknowledge Aboriginal and Torres Strait Islander peoples as the First Nations people of these lands and waterways. - We acknowledge Aboriginal and Torres Strait Islander peoples' sovereignty, and sacred connection to the lands and waterways and we celebrate their strong and enduring cultures, identities, and self-determination. - We are sorry for the endured trauma and torment of powerlessness inflicted on Aboriginal and Torres Strait Islander peoples as a result of the ongoing impact of colonisation, systemic discrimination, and white privilege. - We accept and acknowledge the invitation to walk with Aboriginal and Torres Strait Islander peoples, and strongly support the Uluru Statement from the Heart, constitutionally enshrined Voice to Parliament and the call

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	for a Makarrata Commission to supervise agreement, treaty, and truth-telling about our history. • We uphold the unique human rights of Aboriginal and Torres Strait Islander peoples as outlined by the United Nations Declaration of the Rights of Indigenous Peoples and seek a future where they have power of their voice, rights, destiny, and their children flourish.
Cultural Safety in the Workplace	• CNV recognises the important and unique contribution Aboriginal and Torres Strait Islander employees make by bringing their unique skills, knowledge, and experience to the workplace. They also contribute important insight into how CNV can provide for and engage with Indigenous clients and communities more effectively.
Commitment to CNV's vision and Philosophies	• Champion and act as an advocate for the highest standards of ethical and professional behaviour. • Strong commitment to CNV's vision, feminist values and principles including an understanding of the role and impact of gender and other inequalities in relation to family violence.
Our commitment to diversity and inclusion	CNV strives to be an inclusive, safe, and responsive organisation that promotes diversity and actively supports inclusion for people and communities identifying as, but not limited to: • Aboriginal and Torres Strait Islander. • LGBTIQ+. • People with disabilities. • People from diverse cultural and linguistic backgrounds. • People of all ages. • People with caring responsibilities. • People with diverse religious beliefs or affiliations. All CNV employees, contractors and volunteers are required to: • Take reasonable care to respect differences, to foster a workplace that is safe, healthy, positive, supportive, and free from all forms of harassment, bullying and discrimination. • Undertake all interactions with clients, families and co-workers in a culturally sensitive manner and take appropriate account of cultural and linguistic diversity. • Address any unacceptable behaviour witnessed or experienced within the workplace directly with the individual/s responsible, if safe to do so or report to a relevant Supervisor or Manager.

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	• Participate in and contribute to training, events, and learning opportunities to celebrate differences, increase awareness and understanding of diversity and inclusion. • Raise concerns and/or complaints in a constructive manner, including identifying possible solutions.
Occupational health & safety (OHS)	CNV is committed to ensuring the health and safety of its employees and any other individuals present in our workplaces. In achieving and maintaining workplace health and safety, CNV will apply best practice in OHS in accordance with statutory obligations at all times. All CNV employees, contractors and volunteers are required to: • Take reasonable care for their own health and safety and for that of others in the workplace by working in accordance with legislative requirements and CNV's OHS policies and procedures. • Take reasonable care their actions or omissions do not adversely affect the health and safety of themselves and others. • Cooperate with any reasonable directions, policies and procedures relating to health and safety in the workplace. • Report all injuries, illness or 'near misses' to their supervisor or manager. • Participate in relevant health and safety training based on roles and responsibilities. • As required, participate in the development and implementation of specific OHS hazard and risk management strategies. CNV strongly recommends (but does not mandate) that all employees maintain their COVID-19 vaccination status in accordance with ATAGI advice. In addition to the above, positions with supervision or management responsibility are required to ensure a safe and healthy work environment for all employees, clients, contractors, and visitors. This can be achieved by ensuring all people are aware of and have access to OHS policies, procedures, training, and reporting systems.
Risk Management	• Follow all CNV policies and procedures in relation to risk management. • Conduct risk assessments. • Demonstrate an understanding of, and a commitment to, CNV's Risk Management Framework. • Report all hazards and incidents of which they become aware. • Follow all CNV policies and procedures in relation to risk management.

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	• Raise concerns and/or complaints in a constructive manner, including identifying possible solutions.
Privacy	• CNV is governed by the Information Privacy Act 2000 and the Australian Privacy Principles (APPs) and is committed to protecting the information it collects, monitoring its use and maintaining its integrity. Therefore, any information collected will be solely for the primary purpose intended and will be destroyed when no longer required. • Ensure all Privacy and Data Security practices as outlined in policy are being maintained by staff through the provision of induction/probation information, instruction, training, and supervision.
Use of Confidential Information	Employees shall not use confidential information to gain advantage for themselves or for any person or body, nor shall they use this information improperly to cause harm to any person, body or CNV. Both during and after employment with CNV, employees must: • Not communicate confidential or private information to third parties. • Not make use of any information gained through employment at the Centre for Non-Violence Inc for any purpose other than the discharge of official duties. • Only access personal records, files, and information to facilitate direct work.

Position Description Changes

This Position Description is indicative of the initial expectation of the role and subject to change in line with requirements of CNV's goals and priorities, activities or focus of the job. The incumbent can expect to be allocated duties not specifically mentioned in this document, but within the capacity, qualifications and experience normally expected from persons occupying positions at this level.