



POSITION DESCRIPTION

Senior DFV Specialist

Position Details

Position:	Senior DFV Specialist
Classification:	SCHADS Social, Community, Home Care and Disability Service Industry Award 2010 and the DVAC Certified Agreement 2017 Level 6

Organisation information

Vision

Reduce the prevalence and impact of gender-based violence in our communities.

Purpose

DVAC works with individuals and communities to eliminate, prevent, and respond to domestic and family violence, and sexual violence by:

- Collaboratively providing quality support services
- Challenging social norms and structures that enable people to use violence/enable the use of violence
- Building awareness and capacity within the community
- Encouraging egalitarian relationships

The Organisation

You will find detailed information about the organisation on our website www.dvac.org.au

Equal Employment Opportunities

DVAC is committed to diversity in our workplaces. We encourage people who identify as Aboriginal or Torres Strait Islander, have a disability, come from different cultural backgrounds and the LGBTQ+ community to work in our organisation.

Position Summary

The Senior DFV Specialist is required

- To work in conjunction with the Team Leader in providing leadership and support for team members as well as practice and program support
- To provide a holistic response to clients experiencing or at risk of experiencing domestic and family violence
- To engage effectively with clients and provide appropriate trauma-informed support that is flexible and responsive
- To work with clients to improve and increase their safety and that of their children.
- To provide practice and program support across DVAC programs in their region and assist with the coordination of brokerage budgets
- Refer to the Level 6 characteristics in the Social, Community, Home Care and Disability Services Industry Award

Leadership and Human Resources

- Assist the Team Leaders with oversight and continual development of quality practice
- Support the team members with practice confidence
- Support team members to actively problem solve
- Assist with compliance and best practice
- Willingness to act up in Team Leader role when required
- Support with new staff/ volunteer inductions and oversee students, volunteers and casual DFV Specialists as required
- Supervision requirements include professional trauma informed crisis response, practice development and line management responsibilities
- Modelling, mentoring, debriefing and guidance of team members
- Assist to prioritise team workload, support workers and set boundaries in order to meet competing demands
- Assist to ensure that practice and performance adheres to relevant legislation, practice standards and reporting requirements as well as DVAC policies, procedures and practice guidelines
- Knowledge and understanding of frameworks associated with DVAC service delivery
- Assist with case allocation
- Financial decision-making responsibility within financial delegation
- Report risk management issues that may impact upon the safety and health of clients or staff to the Team Leader
- Teamwork skills with the ability to contribute to a productive and harmonious team environment

Service Delivery

- Provide phone and face to face risk assessment, safety planning, crisis support, advocacy, information, and referral to women and children who are experiencing or have experienced domestic and family violence
- Utilise excellent communication skills, particularly in negotiation, advocacy and conflict resolution
- Provide information, referral and some brokerage to male respondents and aggrieved, based on risk assessment, need, and available resources
- Undertake and/or participate in case coordination and case management and counselling of clients who have experienced or are experiencing domestic and family violence
- Provide group work services to clients, who have experienced domestic violence in collaboration other workers or external co-facilitators
- Liaise and work cooperatively with stakeholders and internal DVAC staff to ensure appropriate access, eligibility and support of clients in the service
- Build positive and effective working relationships with key government and non-government stakeholders this may include attendance in relevant networks and forums
- Intermediate IT skills and proficient in working with Microsoft Office programs
- Undertake administrative duties associated with direct service delivery and data collection.

Staff Team

- Participate in the development of a supportive and safe working environment for all staff, including clear communication paths and consultative decision-making practices
- Model practice that reflects DVAC values, policies and procedures
- Abide by the DVAC communication commitment and associated procedures in relation to respectful and direct communication
- Undertake internal and external professional supervision to ensure accountability of work practices and professional development in relation to the direct work with women and organisational practices

- Participate in regular and ongoing consultation with the Senior DFV Specialist, Team Leader and management team, and the staff team where necessary and appropriate, to discuss issues that may impact on service delivery
- Participate in support systems within the organisation including staff meetings, team supervision, staff appraisals, and informal contact
- Provide and receive peer support as a part of the staff team.

Organisational Responsibilities

- Participate in the monitoring of legislative and policy developments
- Participate in the identification of trends to inform appropriate service development
- Ensure the provision of culturally, gender and age-appropriate services to clients in accordance with service values and requirements
- Advocate on behalf of the service within the funded area
- Participate in planning, policy development and other organisational activities
- Participate in community engagement events on behalf of the organisation, such as Domestic and Family Violence Prevention Month & Sexual Violence Prevention Month
- Participate in all internal Organisational meetings and Board meetings as required
- Comply and contribute to the established accountability systems in place in the organisation
- Increase knowledge regarding feminist practice and its application in working against domestic and family violence and sexual violence.
- Work within the Qld Government Practice Principles, Standards and Guidance – Domestic and Family Violence Services, the Qld Government Interagency Guidelines for Responding to Adult Victims of Sexual Assault and the National Standards of Practice Manual for Services Against Sexual Assault
- Undertake any other duties as lawfully directed by the CEO, Manager or Team Leader

Accountability

The Senior DFV Specialist is required to work within the philosophy, objectives and policies of the organisation including:

- Working within a feminist framework.
- Working as a member of the staff team.
- Utilising consultative and collaborative processes.

The Senior DFV Specialist is ultimately accountable to the Team Leaders, though will also report to the Manager, CEO and the Board as the employing body. The Senior DFV Specialist will comply with the established processes for ensuring the transparency of all decisions and actions taken in the course of the work. The Senior DFV Specialist will also be accountable to the staff team and the clients of the service, and lead practice excellence to make meaningful changes in the lives of people we support. The Senior DFV Specialist will also demonstrate an open and willing approach to the resolution of work-related matters.

Qualifications and Experience

- Possession of relevant tertiary qualifications in the human services field
- Some experience and skills in leadership and mentoring of staff
- Experience and skills in gender-based violence risk assessment, trauma informed practice, safety planning, crises support, DFV counselling, system advocacy and case management
- Working knowledge of or the ability to acquire understanding of the Domestic & Family Violence Protection Act 2012 and knowledge of court and legislative proceedings as they relate to the Act
- Current driver's licence, Blue Card and Covid Vaccination or medical exemption
- All DVAC staff are required to complete a National Police Check upon successful offer of position

Personal Attributes

- Passion for working with women in a rapidly changing, intensive, crisis driven environment
- Ability to remain calm and make professional assessments under pressure
- Well-developed interpersonal and communication skills to include negotiation, advocacy and conflict resolution
- Ability to advocate while maintaining positive relationships with both stakeholders and colleagues
- Ability to be organised, prioritise and manage time effectively in the face of multiple demands
- Willingness to engage in honest, transparent, reflective and accountable practice
- Ability to connect daily crisis work with larger organisational goals and community outcomes
- Ability to work autonomously
- Values which match the values and the feminist ethos of the organisation

DVAC Organisational Workforce Capabilities

- Understanding the nature, drivers and context of domestic, family and sexual violence and trauma
- Upholding dignity and value through healing-centred engagement
- Managing risk, prioritising safety and recovery
- Working as part of an integrated system
- Demonstrating a reflective and self-aware approach