

<b>Position title</b>	<b>Specialist AOD Family Violence Advisor</b>
<b>Reports to</b>	<b>Therapeutic Services Manager, Southern Region</b>
<b>Date</b>	<b>1/03/21</b>

## About EACH

EACH provides an integrated range of health, disability, counselling and community mental health services across Australia. We offer a wide range of supports to assist members of our community to lead happier, healthier lives. Our staff are a collective workforce of over 1,300 paid employees and over 300 volunteers.

**More information is available at:** <http://www.each.com.au>

<b>Vision</b>	A healthy and inclusive community
<b>Mission</b>	To create supportive environments where everyone can build on their strengths and enjoy better health, social and economic opportunities
<b>Customer Promise</b>	We welcome you with empathy and hope
<b>Customer Charter</b>	<p>We put you at the centre of everything we do</p> <ul style="list-style-type: none"> <li>• we care</li> <li>• we listen</li> <li>• we engage</li> <li>• we deliver</li> </ul>
<b>Values</b>	<ul style="list-style-type: none"> <li>• customer centricity</li> <li>• social justice</li> <li>• service excellence</li> <li>• innovation</li> <li>• collaboration</li> </ul>

## About the role

The Royal Commission into Family Violence (Victoria) found that health services, including Alcohol and Other Drugs (AOD) and Mental Health (MH) services are in a unique position to be able to identify and respond to family violence experienced by their clients. Building the capacity of these two sectors with specialist family violence expertise has the potential to enable earlier recognition and intervention, and a more consistent service response to victims/survivors of family violence and perpetrators at whatever point they enter the health and human services systems.

The Royal Commission therefore made recommendations to improve collaboration between the family violence sector and the AOD and mental health sectors to enhance the capacity of practitioners to recognise and respond to family violence victims/survivors and perpetrators.

This position will provide expertise and support for workers in the AOD sector within their catchment, to identify and respond to family violence with their clients, whether they are experiencing family violence or perpetrating family violence.

### **Strategic focus**

The strategic focus involves supporting the development of more integrated service response between AOD and family violence services through a broad set of activities that aim to improve service and system development; practice development and effective service responses; and workforce development and support. These activities include:

- Identification of emerging trends, needs and gaps in service delivery and practice issues, and to use this knowledge to generate changes in systems and approaches, including initiating and contributing to the development of relevant policies, protocols and procedures.
- Facilitating engagement between, and promoting joint work by, AOD and specialist family violence services in the local area.
- Improving the quality and consistency of family violence related information, assessment and interventions in AOD services.
- Developing the capacity of the AOD workforce to work effectively with the target client group, including secondary consultation, and identifying the need for, participation in, and/or deliver AIC agreed relevant training and professional development activities.
- At the local level, support the implementation of the government's responses to recommendations from the Royal Commission into Family Violence, primarily through active participation in the Area Implementation Committee.

This role sits within the South East SURE AOD team and will operate from offices in Narre Warren and Cranbourne.

### **Primary objectives**

Advisors employed in this Program will demonstrate leadership and ownership for the activities outlined in the Real World Outcomes and Key Duties and Responsibilities below.

### **Deliverables**

#### Delivery of High Quality Standards and Integrated Care

- Provision or practice leadership in relation to the target client group across agencies in the catchment.
- Earlier recognition of and intervention into family violence situations for clients of alcohol and other drug services.
- Enhancement of referral pathways that provide a more integrated and collaborative health and human service system response to family violence

#### Capacity Building and Relationships

- Support capacity building within the AOD sector through the provision of specialist family violence expertise and advice in identifying, recognising and responding to family violence through an agreed shared care model.
- Support and strengthen networks and collaborations between agencies and across relevant sectors.

- Increase capacity within the MH and AOD sectors through access to specialist family violence expertise and advice in identifying, recognising and responding to family violence
- Facilitate earlier recognition of, and response to, family violence situations for patients/clients of mental health and alcohol and other drug services

#### Service Clarity and Program Compliance

- Enhanced quality and consistency of the service response to victim/survivors and perpetrators of family violence at whichever point they access the health and human services systems.
- Achieve satisfactory results across internal audits and other determined methods.

#### **The professional expertise we are looking for in this role**

- Proven ability to engage teams, influence outcomes, problem-solving and decision-making;
- Proven commitment to quality service provision, excellence and innovation in work practices;
- Highly developed written and verbal communication skills including accurately recording data, correspondence, reporting and providing written and oral evidence as required
- Demonstrated networking skills
- Capacity to recognise own feelings and those of others, self-reflect and be self-aware;
- Respects the ethical beliefs and diversity of others;
- Is culturally aware and values social inclusiveness as a strength and positively utilises diversity;
- Able to effectively manage self, others and tasks;
- Customer focused;
- Highly collaborative;
- Accountable and committed to the achievement of outcomes and results;
- Ability to monitor own stress levels and practice and promote self-care strategies;
- Flexible, adaptable and able to respond to competing priorities and stressful situations.

#### Experience and Knowledge

- Qualifications in social work or a related community services discipline.
- Significant experience working in the family violence service system with a sound knowledge of the AOD sector
- Experience working with perpetrators of violence
- Experience in working across partnerships and capacity building programs
- Understanding of historical and contemporary issues that affect Aboriginal and Torres Strait Islander people in Australian society around health and family violence, and capacity to work in a culturally informed and respectful manner.
- Working understanding of relevant legislation and how it impacts on family violence and, including but not limited to the Family Violence Protection Act 2008; Children, Youth and Families Act 2005; Privacy and Data Protection Act 2014; Health Records Act 2001, the CRAF/Family Violence Risk Assessment and Risk Management, and Family Violence Information Sharing and Child Information Sharing Schemes (when introduced in September 2018), and Victoria Police Code of Practice

#### Mandatory Qualification/s, Competencies and/or Licences

- A degree in social work or a related community services discipline.
- Completion of a Criminal History Check and Employee Working With Children Check (or State equivalent) prior to commencement of employment and as required by

legislation and policy during employment, as well as a duty to disclose relevant information that may arise after employment has commenced

- Disability Workers Exclusion Scheme Check
- Current state-based driver's license

#### Highly regarded Qualifications and/or Certifications

- Willingness to obtain minimum qualifications for the AOD sector
- Current Working with Children Check;
- Current National Police Check
- Current Victorian Driver's Licence in order to fulfil the colocation requirements of the role;

#### **Expected behaviours for all EACH staff and volunteers**

- acts in accordance with EACH's code of conduct and ethics, policies and procedures and is demonstrably committed to EACH's vision, mission, values and service principles
- promotes a 'safety first' culture and acts in accordance with EACH health and safety policy and management system
- promotes and supports a zero tolerance culture that recognises all people have the right to live their lives free from abuse, neglect, violence, discrimination and exploitation and acts upon EACH's commitment to recognise, raise and respond to any deviation from a person's human rights
- fosters and promotes an inclusive and collaborative work environment where all employees, volunteers and customers feel welcomed, respected, valued and enabled and proud to fully participate, irrespective of their individual differences in background, experience and perspectives. demonstrates a customer focus by prioritising the needs and outcomes of internal and external customers
- demonstrates teamwork and collaboration and positively contributes to group activities
- contributes to innovation and continuous improvement and openly shares information and knowledge to enable optimal outcomes for customers
- be curious, reflective and open to continuous learning and new ways of working
- successfully completes all mandatory training in a timely manner, to support the delivery of high quality, safe and effective service delivery