



Our Vision
People living well
Our Values

We care – We work together – We achieve – We learn – We innovate

Position Description

Name:		Date:	
Position Title:	Advanced Practice Leader Men's Family Violence		
Reporting to:	For day-to-day support and operational leadership: Hub Manager, The Orange Door For formal line management: Program Manager Counselling and Support, Gateway Health		
Direct Reports:	Nil		
Budgetary Responsibilities	Nil		
Liases with Internally	<ul style="list-style-type: none"> Orange Door Practice Leaders, Team Leaders, and Hub practitioners Specialist family violence practitioners at Gateway Health Practitioners from other agencies participating in The Orange Door access network/catchment area of Ovens Murray 		
Liases with Externally	Sector-relevant service delivery agencies, networks, peak bodies, and partner organisations including but not limited to: The Orange Door and other family violence services; community health services; public health services; government agencies; and education and training institutions. VIC Risk Assessment and Management Panel (RAMP), NSW Safety Action Meeting (SAM), and Upper Hume Primary Care Partnership (UHPCP) are some examples.		
Position Context	<p>The Advanced Practice Leader Men's Family Violence is responsible for providing expert advice, practice leadership on family violence risk assessment, risk management and planning to the Orange Door workforce, with emphasis on complex family violence cases and perpetrator interventions. The Advanced Practice Leader Men's Family Violence will proactively build specialist evidence-based family violence knowledge and capability across the Orange Door workforce in line with the Orange Door Service Model and Integrated Practice Framework.</p> <p>Auspiced by Gateway Health, the Advanced Practice Leader Men's Family Violence will work in close partnership with the Hub Manager, other practice leaders and team leaders to lead family violence practice in The Orange Door and support secondary consultations with internal and external service providers.</p> <p>The Orange Door works to keep perpetrators accountable by supporting them to take personal responsibility and to choose to end their violent behaviours and attitudes. It also has an important role in understanding and monitoring perpetrator risk to inform safety planning for victims and families. The Orange Door recognises that while not all perpetrators of family violence are men, the majority of family violence is gendered and perpetrated by men against women.</p>		
Organisation Context	<p>Gateway Health is a not-for-profit Company limited by guarantee and a registered Community Health Service under the Health Services Act 1988 (VIC).</p> <p>Our Vision: People living well Our Mission: Gateway Health provides primary health care & support to all in our community & focuses on providing services to those with the highest risk of poor health Our Values: We care – We work together – We achieve – We learn – We Innovate</p> <p>These five values reflect the way we interact with consumers, our approach to service delivery and how we look after each other. Gateway Health strives for an achievement culture that encourages innovation and initiative. We build and foster strengths-based programs that focus on support and recovery. Our staff are our greatest asset. Services are delivered by over 350 staff at sites in Wodonga, Wangaratta and Myrtleford in Victoria, and through outreach services provided across</p>		

	<p>North East Victoria and Southern NSW. Gateway Health services include medical practices, allied health, refugee health and sexual health; health promotion; alcohol and other drug services including home-based withdrawal; chronic disease management; Indigenous programs; aged care services including assessment; NDIS services; counselling services, family violence, men's behaviour change, Gambler's Help; and mental health programs including headspace, youth services, young parenting and family support programs. Currently, Gateway Health also delivers bushfire recovery case management support to families affected by the 2019/2020 bushfires across six LGAs, and is working with these communities to help build sustainable food systems and community resilience.</p> <p>Review of Position Descriptions This position description will be reviewed annually, during annual appraisal, when the position becomes vacant, or as deemed necessary.</p>
<p>Code of Conduct</p>	<p>Employees are expected to, at all times:</p> <ul style="list-style-type: none"> • Adhere to the Gateway Health Code of Conduct including the child safe procedures • Maintain a high professional standard and work with integrity • Develop collaborative working relationships • Communicate with respect • Maintain a client focus • Adopt a Continuous Quality Improvement approach • Work within legislative and compliance frameworks
<p>Best Practice <i>(Knowledge & application of skills required for this position. Knowledge & understanding of equipment, legislation, policies & procedures)</i></p>	
<p>Key Responsibilities</p>	<p>Agreed Achievements</p>
<ul style="list-style-type: none"> • Provide specialist secondary case consultation and technical input or advice on complex family violence cases and perpetrator interventions. • Provide specialist family violence expertise to the process of intake and assessment of responses to children's safety and wellbeing. • Collaborate with The Orange Door team leaders though daily specialist family violence support (as requested and required). • Identify and resolve practice issues as they arise, especially where there are issues about family violence cases, in close collaboration with Orange Door practice leaders, team leaders, and Hub practitioners, and key Gateway Health staff members where appropriate. • Support The Orange Door practitioners to understand the tactics of coercion, power and control used by perpetrators of family violence and to apply strategies to hold perpetrators to account. • Operate with autonomy and accountability in supporting specialist family violence practice. • Prioritise and approve referrals to the Risk Assessment and Management Panel (RAMPs), as well as requests to The Orange Door Central Information Point (CIP). • Build and maintain positive relationships with key internal and external stakeholders to facilitate a partnership and integrated practice approach. 	<ul style="list-style-type: none"> • All practitioners in The Orange Door supported by this role deliver high-quality clinical outcomes, with strong emphasis on perpetrator accountability, family safety, and effective access to relevant supports. • Practitioners in The Orange Door, Gateway Health, and other agencies participating in The Orange Door access network report increased understanding of the perpetrator tactics of coercion, power and control, as well as strategies to hold perpetrators to account • Continuous improvement goals and outcomes are delivered and achieved at the clinical practice and service delivery levels.

<ul style="list-style-type: none"> • Manage stakeholders through effective negotiation and influence, harnessing this network to support clients and ensure effective Orange Door operations. • Model and promote integrated practice approaches and behaviours integral to ethical and reflective clinical practice, including accountability and responsibility for decision making. • Contribute to professional development, practice development, service development, and other similar improvement initiatives in The Orange Door, at Gateway Health, and other strategic partners where appropriate/requested. • Undertake other tasks and projects with due care, skill, and discretion as directed by the Hub Manager of The Orange Door and/or the Program Manager Counselling and Support. 	
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Research, Leadership and Education

(Demonstrated experience and understanding of the need for continuation of personal & professional development)

Key Responsibilities	Agreed Achievements
<ul style="list-style-type: none"> • Continually develop both personally and professionally to meet the changing needs of the position and The Orange Door. • Complete mandatory training as required by Gateway Health and The Orange Door. • Under the oversight of the Hub Manager of The Orange Door and/or the Program Manager Counselling and Support, represent The Orange Door or Gateway Health in sector-relevant meetings, networks, peak bodies, and other external engagements. • Take the lead in coordinating relevant research, evaluation, and similar initiatives. 	<ul style="list-style-type: none"> • Maintain professional development as required by relevant professional body. • 100% compliance with all agency mandatory training. • The Orange Door, Gateway Health, and other Ovens Murray partners in perpetrator services are represented effectively in ongoing system-wide policy and practice (e.g MARAM reforms, research and evaluation of perpetrator interventions, etc.). • Designated team members have individual professional development and self-care plans. Participation in representation, advocacy, and other external engagements leads to positive results in effective direct service delivery, efficient coordination of sector-relevant services, and reputational gains for The Orange Door and Gateway Health.

Team, Culture Building and Communication

(Communication & interpersonal skills including liaising with internal & external stakeholders)

Key Responsibilities	Agreed Achievements
<ul style="list-style-type: none"> • Under the direction of the Hub Manager of The Orange Door and/or the Program Manager Counselling and Support, contribute to the design of relevant operational plans. • Develop and maintain professional and collaborative relationships with internal and external stakeholders. • Participate in relevant team meetings within The Orange Door and Gateway Health regularly. • In collaboration with team leaders and managers, help ensure that relevant practitioners supported by this position participate in regular clinical supervision as appropriate to their role. 	<ul style="list-style-type: none"> • Behaviour is congruent with organisational values, behaviours and goals. • Effective working relationships across The Orange Door and Gateway Health are established and maintained. • Productive team meetings are held regularly with records of decisions and actions recorded. • Conflicts amongst team members and other stakeholders are resolved and managed respectfully.

Clinical and Administrative Systems

(Org processes, admin & documentation requirements, professionalism & timely reporting)

Key Responsibilities	Agreed Achievements
<ul style="list-style-type: none"> • Ensure relevant clinical documentation is completed to required timeframes and standards of quality. • Maintain proficiency in the use of Gateway Health software systems including clinical information management, human resource management and communications tools. • Produce accurate and timely reports for internal and/or external purposes as required. 	<ul style="list-style-type: none"> • Clinical documentation directly produced and those prepared by designated team members are completed in accordance with Gateway Health policies, procedures, and standards as demonstrated by regular audits of client files. • Internal and external reports and acquittals are completed up to standard and on time.

Quality, Safety and Compliance

(commitment to ensuring quality services are delivered to both internal and external clients through continuous improvement)

Key Responsibilities	Agreed Achievements
<ul style="list-style-type: none"> • Actively assess, manage and where possible mitigate workplace risk including OH&S, consumer related risk, reputation risk and personal risk. • Contribute to an understanding within the Program Team of individual responsibility for consumer safety, quality and risk and adherence to the relevant policies, procedures and guidelines. • Contribute to service improvement through the development, implementation and review of program processes and procedures. • Ensure a safe working environment for yourself, your colleagues and members of the public. • Identify, report and manage risks and ensure actions are taken to prevent and minimise harm to consumers and the Gateway Health workforce. • Contribute to organisational quality and safety initiatives. • Comply with requirements of the service standards applicable to service delivery and other relevant standards, regulations and legislative requirements. 	<ul style="list-style-type: none"> • Report risk to your Manager and relevant Gateway Health employees, and utilise current risk management tools and procedures available. • Ensure policies, procedures and codes are complied with at all times. • As outlined in the Code of Conduct ensure all interactions are undertaken in accordance with the behaviour set. • 100% completion of performance reviews. • Completion of induction programs within set timeframes. • Exhibit workplace practice, actions and behaviours in line with Gateway Health's Well-being Framework. • Ensure work practices comply with Gateway Health's Continuous Quality Improvement principles. • Positively embrace and adopt change as it occurs. • Protect the rights, safety and wellbeing of children and provide a child-safe environment.

Qualifications, Skills and Other Requirements

Key Responsibilities	Agreed Achievements
<ul style="list-style-type: none"> • Tertiary qualifications in social work, welfare, psychology or a related discipline. • Provide evidence of annual renewal of registration to practice (as required) 	<ul style="list-style-type: none"> • Demonstrated evidence of ongoing professional development. • Demonstrated evidence of ongoing regular clinical supervision.

Key Selection Criteria

Applicants MUST address the Selection Criteria below when completing an employment application

Essential

- Demonstrated ability to behave in accordance to the Gateway Health Values of *We Care, We Work Together, We Achieve, We Learn, We Innovate.*
- Professional clinical experience and relevant qualification(s) in social work, welfare, psychology or a related discipline is essential
- Additional qualifications in Men's Family Violence is also essential

- Demonstrated experience in working with perpetrators of family violence in a community and/or justice system setting
- A strong knowledge and understanding of the drivers/causes of family violence and child and family vulnerability, as well as the child and family services and/or broader social services sector and their fundamental practices and theories is required
- Demonstrated experience in being able to respond to those from diverse backgrounds and/or with complex needs and high-risk situations
- Excellent skills in engaging and working with teams to develop cohesive, strengths-based and supportive working environments
- Highly developed skills in report writing, record keeping, and other computer skills
- Current Australian Drivers Licence or accepted International Drivers licence
- Confirmation of your right to work in Australia, Satisfactory National/International Police, Disability Worker Exclusion Scheme and Victorian Working with Children Checks must be provided prior to commencement

Desirable

- Bachelor’s degree or higher in a relevant discipline or profession as described above
- Demonstrated experience in developing clinical procedures, tools, workflows, standards, and models of care relevant to family violence/family safety practice
- Verbal and written proficiency in language/s other than English

Gateway Health is committed to creating a diverse environment and is proud to be an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, ethnicity, religion, gender, gender identity or expression, sexual orientation, genetics, disability, age, or neurological status.

Inherent Requirements

Gateway Health has a duty of care to all staff. The purpose of this section is to ensure that you fully understand and are able to perform the inherent requirements of the position (with reasonable adjustments if required) and that you are not placed in an environment or given tasks that would result in risks to your safety or the safety of others. The position may require the following tasks among other things:

- Limited manual handling (pushing, pulling, lifting, holding, carrying)
- Sitting, standing, bending, reaching
- Computer work, data entry
- Use of personal protective equipment
- Driving motor vehicles
- Dealing with anxious or upset staff, consumers or members of the public
- Work at and travel to other locations may be required

Award and Conditions

- Social, Community, Home Care and Disability Services Industry (SCHADS) Award Level 8
- Full-time, negotiable to 8 or 9 days per fortnight
- Ongoing role subject to funding
- Salary packaging as per agency policy
- Based at The Orange Door Hub in Wangaratta with occasional travel to Gateway Health sites (Wangaratta, Wodonga, Myrtleford) expected

Performance Monitoring

An initial review of performance will be undertaken within six (6) months and then formally reviewed every 12 months based upon this position description.

Last Appraisal Date	
Next Appraisal Date	

I acknowledge:

- That I will observe child-safe principles and expectations for appropriate behaviour toward and in the company of children.
- That Gateway Health has a zero tolerances of child abuse and all allegations and safety concerns will be treated very seriously. For more information refer to Gateways Health's Child Safety Standards procedure.
- That I have read and fully understand the Position Description and Inherent Requirements of the position
- I agree that I have the physical and psychological ability to fulfil the inherent requirements of the position, and accept my role in fulfilling the responsibilities, activities, duties and generic position requirements.
- I understand that the information provided is a general outline and may not encompass every aspect of the position.
- Gateway Health may alter the duties of this position description if and when the need arises. Any such changes will be made in consultation with the affected staff member(s).
- I understand that this is separate to the Employment Agreement that I will sign, outlining the terms and conditions of my employment.

Accepted by: _____

Employee Signature: _____ **Date:** _____

Print Name: _____