



POSITION DESCRIPTION

POSITION DETAILS

Title	Restoring Relationships Worker
Position Number	PD017
FTE & Duration	Full time ongoing
Classification	Level 4
Qualification	Bachelor of Social Work MASP will also accept an equivalent or relevant qualification or experience where appropriate under Recommendation 209 of the Royal Commission into Family Violence (2015)
Reports to	Manager Family Safety
Direct Reports	NA
Location	118-124 Pine Avenue, Mildura
Approved By	CEO

ORGANISATIONAL CONTEXT

MASP is a not-for-profit community-based organisation with a long history of service provision to disadvantaged and vulnerable members of our community.

MASP delivers a range of services to children, youth, families, and people with a disability. We focus on outcomes for our clients and seek therapeutic models of care and a trauma-informed approach.

We seek to be the benchmark organisation by which others model themselves.

Further details about MASP can be found on MASP's website www.masp.org.au

ABOUT US

Purpose: To empower our community to be free from homelessness, abuse, poverty, and disadvantage.

Vision: Thriving Mallee communities, with individuals and families equipped to lead safe, secure, healthy, and fulfilling lives.

OUR VALUES

CONNECTED: We nurture trusting, collaborative, and inclusive relationships.

ACCOUNTABLE: We employ authentic, competent, evidence-based practice.

RESPONSIVE: We demonstrate kind, flexible, timely, and personalised care.

EMPOWERING: We cultivate a strengths-based and enabling environment.

SAFE: We embrace a culturally safe, trauma informed, and dependable ethos.

POSITION OVERVIEW

The Restoring Relationships program is funded by Family Safety Victoria to provide a service response to adolescents who use violence in the home, aligning with the Multi Agency Risk Assessment Management (MARAM) framework.

Restoring Relationships provides therapeutic case management to young people aged 12-17 years who are using family violence in the home, to reduce the prevalence of this behaviour. The Restoring Relationships program works with both the parents and young person to identify the drivers of the violence, provide interventions and support, as well as support relational health between young people and parents to improve relationships. The program is delivered in partnership with Take Two who provide therapeutic assessment and support to families.

KEY RESULT AREAS

The Restoring Relationships Worker is responsible for the following Key Result Areas:

SAFETY – Uphold a commitment to WHS, putting the safety of your team, co-workers, visitors, clients, and yourself first every time.

PEOPLE – Contribute to the success of MASP through facilitating collaboration, high performance and working with respect.

FINANCIAL – Assist in ensuring expenditure within Restoring Relationships is maintained within budgetary guidelines.

OPERATIONAL – Delivery of outstanding and industry leading services to all Restoring Relationship clients and their families.

STRATEGIC – Commit and contribute to achieving the MASP business strategy within the Family Safety program.

CONTINUOUS IMPROVEMENT – Demonstrate a commitment to continuous improvement within the Family Safety team.

KEY PERFORMANCE INDICATORS

Some of the Key Performance indicators for success in this role are:

1. Work collaboratively with the young people and their families.
2. Contribute to the delivery of services comprising of triage, assessment and intervention for young people and their families.
3. Assess and monitor family violence risk inclusive of safety planning to increase safety for young people and their families as per the MARAM Framework
4. Provide therapeutic case management functions inclusive of referrals, participating in care teams, advocacy, intervention planning and implementation, as well of review of interventions.
5. Ensure all data requirements and client documentation are completed within the required time frames and of a high quality.
6. Keep abreast of relevant theoretical, legislative and policy development.

7. Use a variety of evidence-informed approaches appropriate for the young person and their family
8. Conduct regular reviews of the therapeutic progress to recognize when the goals have been met and initiate case closure procedures.
9. Work cooperatively with the system that sits around the young person – family violence practitioners, integrated family support workers, The Orange Door, child protection practitioners, education providers, health providers, care givers and family, with a focus on advocating for the dignity and human rights of the client.
10. Maintain up to date files, including timely and succinct case notes, and update data bases as required and expected.
11. To be an appropriate role model for all clients and other staff in line with agency standards and expectations
12. Participate actively in supervision, reflective practice and team meetings.
13. Engage in workplace organisation training and initiatives.

Other duties: The list above is not exhaustive. Occasionally you may be required to undertake tasks outside of these regular duties to support colleagues and share team responsibilities for **all** aspects of service delivery.

KEY SELECTION CRITERIA

Essential role-specific skills, knowledge and experience

1. Bachelor of Social Work
MASP will also accept an equivalent or relevant qualification or experience where appropriate under Recommendation 209 of the Royal Commission into Family Violence (2015)
2. Demonstrated knowledge in risk assessment and child development, with a strong understanding of trauma, child abuse, and neglect.
3. Proven understanding of the impact of family violence on victim survivors and children, and experience in using family violence risk assessment tools.
4. Proven ability to engage effectively with families, children, and young people – including those who may be unwilling to accept support – using current, evidence-based approaches such as strengths-based and trauma-informed practice.
5. Demonstrated experience with a range of family intervention models for example crisis response, group work and mediation.
6. Demonstrated ability to manage competing priorities and stressful situations, monitoring own stress levels, practising and promoting self-care strategies.
7. Ability to maintain records compliant with legislation, standards and data systems for reporting and informed planning.

Highly desirable role-specific skills, knowledge and experience

1. Experience working collaboratively within the family violence sector and working knowledge of the MARAM and Safe and Together principles.

2. Demonstrated understanding of working alongside families with diverse needs; Including the needs of children with a disability, Aboriginal culture (including cultural safety and awareness), and cultural and linguistic diversity (CALD), including cultural safety for children and their families from CALD backgrounds.

CHILD SAFE STANDARDS

MASP is committed to providing a child safe environment. We demonstrate this by:

- Having zero tolerance for child abuse
- Actively working to listen to empower children
- Having systems in place to protect children from abuse
- Taking all child abuse allegations and concerns very seriously and responding to them consistently in line with our policies and procedures
- Promoting safety for Aboriginal children, children from culturally and/or linguistically diverse backgrounds, and providing a safe environment for children with a disability.

OTHER REQUIREMENTS

All employment is in accordance with Mallee Accommodation & Support Program Ltd's most current Enterprise Agreement and the Social, Community, Home Care and Disability Services Industry Award 2010.

Employees must comply with MASP Policies and Procedures.

Employment with MASP is contingent upon all employees holding the following at the time of commencement:

- Satisfactory Police Check
- Satisfactory Working with Children Check
- Satisfactory NDIS Worker Screening Clearance
- Driver Licence

It is the responsibility of the employee to maintain these checks for the duration of their employment and to the satisfaction of MASP.

Depending upon the role, employment with MASP may also be contingent upon the employee holding the following at the time of commencement:

- Satisfactory completion of a Fit for Work Assessment

New employees are subject to a satisfactory six-month probationary period.

As a condition of appointment to this position, the appointee must disclose any pre-existing illnesses or injuries which may prevent them from carrying out the duties of their position.