

Position Description

Position Title	Adults Using Family Violence Practice Leader
Directorate / Service / Program	The Orange Door, Barwon
Reports to	Manager – Access and Family Safety
Location	Geelong
Classification	Social, Community, Home Care and Disability Services Industry Award Level 8
Date Revised	September 2026

ABOUT US

Barwon Child, Youth & Family and Bethany Group have merged. We are now Meli, inspired by the word Meliorism. The belief that the world can be made better through human effort.

Meli is a Victorian not-for-profit organisation, offering a unique combination of services to support members of our community throughout their lifetime, from early childhood through to adolescence and adulthood.

Everyone faces challenges occasionally, and Meli is here to lend compassionate help, and to take a preventative and early response approach – no matter how big or small a problem.

Our Purpose: Supporting people, strengthening communities.

Our Vision: A fair, safe and inclusive community where everyone can thrive.

Our Values: Build Connection, Show Courage, Inspire Action, Celebrate Difference, Be Dynamic.

To learn more about Meli please visit meli.org.au.

POSITION OVERVIEW

The Adults Using Family Violence Practice Leader is responsible for providing practice leadership on risk assessment, risk management and planning for family violence and providing expert advice to the Orange Door workforce in relation to complex family violence cases and interventions for adults using family violence. The role 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.

KEY ACCOUNTABILITIES

- Leading and supporting family violence practice by:
 - Providing specialist secondary case consultation and technical input on complex family violence cases and interventions for adults using family violence
 - Providing specialist family violence expertise to the process of intake and assessment responses to children's safety and wellbeing
 - Co-working and providing daily specialist family violence support (as requested and required) for Team Leaders and Managers
 - Where appropriate, jointly managing a small caseload of complex and/or sensitive family violence cases
 - Client Death Reviews

- Approving and processing brokerage to support clients' assessment needs.
- Working with Orange Door Practice Leaders, Team Leaders, and Hub Practitioners where appropriate, to identify and resolve practice issues as they arise, especially in relation to family violence cases.
- Supporting 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.
- Operating with autonomy and accountability in supporting specialist family violence practice.
- Prioritising and approving Central Information Point (CIP) requests.
- Prioritising and approving referrals to the high-risk coordination responses.
- Leading, mentoring and developing hub practitioners and team leaders in family violence practice by:
 - Building capability to deliver specialist family violence responses to victim survivors, children and families and adults using family violence, informed by client experience and in line with the Integrated Practice Framework and relevant legislative frameworks (including the Children, Youth and Families Act 2005 and Child Wellbeing and Safety Act 2005)
 - Supporting practitioners to engage effectively with those accessing services, identify and assess family violence risk, manage risk and prioritise safety and provide effective services.
 - Ensuring Orange Door practitioners are up to date with any developments in the evidence or practice of family violence risk assessment, risk management and planning and adults using family violence interventions.
 - Modelling and supporting culturally safe, inclusive and responsive family violence practice.
 - Modelling integrated practice approaches and behaviours integral to ethical clinical practice, including accountability and responsibility for decision making
 - Supporting professional development of practitioners in partnership with other practice leaders, Family Safety Victoria, CSOs, DFFH, Aboriginal services and other local workforce and training planning initiatives
 - Contributing to reflective practice for The Orange Door team in particular in relation to specialist family violence perpetrator responses.
 - Engage with Practice Leaders to support the delivery of the Integrated Practice Framework across The Orange Door. Collaborate with members of practice streams to provide holistic practice advice to ensure women, children and families are provided with appropriate interventions.
- Liaising with and providing specialist or secondary consultation to organisations and services within The Orange Door network in order to discuss direct service issues and ensure ongoing safety of victim survivors.
- Working collaboratively with high-risk coordinators to support multi-agency responses to people referred for a high-risk response in The Orange Door network.
- Supporting system and service improvement by:
 - Implementing systems and procedures to guide and improve specialist family violence practice, including risk assessment, risk management and planning.
 - Fostering and facilitating family violence practice innovation.
 - Providing sound judgement and authoritative advice on risks, priorities, practice issues and opportunities for service improvements to The Orange Door team, and where relevant the Hub Manager and/or relevant Orange Door governance groups.
 - Participating in the monitoring and delivery of projects to respond to local specialist family violence practice needs, ensuring they are delivered in accordance with relevant legislation and government regulations and guidelines.

- Building and maintaining positive relationships with key internal and external stakeholders to facilitate a partnership and integrated practice approach. This will include working from Drysdale and Colac Access Points on a rotational basis with the other Practice Leaders.
- Managing stakeholders through effective negotiation and influence and harnessing this network to support clients and ensure effective Orange Door operations.
- Keeping accurate and complete records of your work activities in accordance with legislative requirements and the Victorian Government's records, information security and privacy policies and requirements.
- Take reasonable care for your own health and safety and for that of others in the workplace by working in accordance with legislative requirements and occupational health and safety (OHS) policies and procedures.
- Works collaboratively to drive practice and cultural change: has a clear concept of the culture required to achieve integrated practice and clinical excellence; designs and delivers innovative practices that enhances integrated practice and promote quality clinical standards; understands how to build and establish effective practice cultures; identifies change required, describes reasons for it and is able to effectively steer this practice and cultural change.
- Stakeholder partnerships: identifies issues in common for one or more stakeholders and uses this knowledge to build mutually beneficial partnerships; identifies and responds to stakeholder's underlying needs; uses understanding of the stakeholder's organisational context to ensure outcomes are achieved; finds innovative solutions to resolve stakeholder issues.
- Systems thinking: diagnoses trends, obstacles and opportunities in the internal and external environment; understands the linkages between natural systems and communities to inform policy; conceptualises and defines the systems working within the organisation.
- Self-management: invites feedback on own behaviour and impact; uses new knowledge or information about self to build a broader understanding of own behaviour and the impact it has on others; understands strong emotional reactions and seeks ways to more effectively manage them.

Organisational Accountabilities:

- Other reasonable duties as directed.
- Apply Meli's quality and risk management frameworks.
- Understand and comply with the standards of a child safe organisation.
- Active involvement in professional development to build knowledge and skills.
- Make decisions following Meli values, relevant standards, practices, policies, procedures, regulations, industrial instruments and legislation.

QUALIFICATIONS, SKILLS AND EXPERIENCE

- Professional clinical experience and relevant qualification(s) in social work, psychology or a related discipline is essential. Additional qualifications/experience with adults using family violence is also essential. Click below for more information about the Minimum Mandatory Qualifications: <https://www.vic.gov.au/mandatory-minimum-qualifications-specialist-family-violence-practitioners>
- Demonstrated experience in working with adults using family violence in a community and/or justice system setting.
- Demonstrated experience in leading family violence practice within complex service delivery contexts, particularly multi-disciplinary and multi-agency approaches to the provision of services to vulnerable children, families and diverse communities.
- 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.
- Expert knowledge and experience working in specialist family violence social services management roles: has demonstrated experience in risk assessment and risk management; has demonstrated cross-sectoral expertise in relevant disciplines, including but not limited to a knowledge of the drivers/causes of family violence, child development, attachment and trauma theories; has deep understanding of the role of the law and legal system in the context of responding to family violence and vulnerable children and families.

OTHER REQUIREMENTS OF THE ROLE

All employees must undergo and maintain a range of satisfactory checks as a condition of employment. These include:

- Working with Children Check
- National Police Check
- International Police Check (if required)
- The right to work in Australia.

KEY STAKEHOLDERS

- Meli employees
- Family Safety Victoria
- Sexual Assault Family Violence Centre
- Wathaurong Aboriginal Cooperative
- Colac Area Health
- Victoria Police
- Child Protection
- Corrections
- Courts Services of Victoria
- Barwon Health
- Department of Education
- Barwon Child and Families Services Alliance Partners

PHYSICAL REQUIREMENTS & ENVIRONMENTAL CONDITIONS OF THE ROLE

Meli is committed to creating inclusive spaces that are accessible for everyone by reducing and/or removing barriers through reasonable adjustments.

The following table shows the physical and psychological work environment characteristics that have been identified as part of this role. Where possible, Meli will make reasonable adjustments to support individuals to succeed in their roles.

REQUIRED ACTIVITIES / WORKING ENVIRONMENT	FREQUENCY
Computer based tasks, sedentary position, office based	Often
Repetitive manual tasks	N/A
Working in buildings which may have stairs (Reasonable adjustments can be made)	Sometimes
Driving, in & out of vehicles (If driving is required, must hold current Victorian Driver Licence)	Sometimes
Bending, lifting, pushing, pulling	Rarely
Working alone or at a co-located site	Often
Confrontational/confronting situations (Due to the nature of our work, there may be times when staff are exposed to behaviour, language and/or situations that can be confronting)	Sometimes
Working outside in differing weather conditions	N/A
Working on-call and/or after hours	Rarely
Attending external locations including client homes	Rarely

INCLUSION STATEMENT

Meli is committed to being a place where everyone has a sense of belonging.

We embrace the unique perspectives and experience of our people and our community, and their voice is at the heart of our values and decision making.

We aim to be courageous as we learn, grow, and evolve as an accessible, inclusive and safe organisation for people of all identities.

We are working to create a team of people who reflect the diverse community we support. Aboriginal and Torres Strait Islander, LGBTQIA+, culturally diverse people, those living with a disability, and those looking to return to the workforce following a break in their career, are encouraged to apply for our roles.

CHILD SAFETY STATEMENT

Meli is committed to child safety in every aspect of the organisation. We take deliberate steps to protect children from physical, sexual, emotional, and psychological abuse and neglect. Our organisation fosters openness to create a culture in which everyone – staff, parents, carers, and children – feel confident, enabled, and supported to safely disclose child safety or wellbeing concerns.

We have zero tolerance of any abuse or maltreatment of children. We are committed to ensuring children and young people are able to actively participate in decisions that affect their lives.

We understand our legal and moral obligations to treat any child safety concerns seriously. We report any allegations and wellbeing concerns to authorities. We are committed to the cultural safety of all children and young people. This includes providing a safe environment for children and young people with a disability, who are Aboriginal and Torres Strait Islander, from culturally and/or linguistically diverse backgrounds or who identify as LGBTQIA+.

Meli's policies and practices promote the safety and wellbeing of children and establish an effective, consistent approach to prevent, respond to and encourage the reporting of allegations of child abuse and harm.

All children, their families and carers should feel welcome at Meli, including feeling able to express their identity and raise concerns about their own or others' safety.

EMPLOYEE DECLARATION

I have read and understood this Position Description and in signing this document agree that I can fulfill all the requirements of the position described in this document. Additionally, I agree to notify management immediately of any change in my capacity to meet any of the requirements outlined in this Position Description.

Name:	Signature:	Date:

Note: The intention of the position description is to provide an outline of scope and responsibilities, at a point in time. Please note, responsibilities may evolve in accordance with organisational needs.

APPENDIX 1 – THE ORANGE DOOR

Policy Context

The Royal Commission into Family Violence (RCFV) highlighted the need for increased visibility and accountability of adults using family violence, no matter which point of the service system they chose to enter. A central recommendation of the RCFV included the establishment of Support and Safety Hubs (now known as The Orange Door) across Victoria. Family Safety Victoria oversee The Orange Door (TOD) network and provide local leadership, facilitation, oversight and infrastructure management in collaboration with community service organisations and statutory services.

TOD is an integrated intake pathway to family violence services and family services, keeping the whole family in view, with support tailored to each family member's needs. By providing a more collaborative and connected approach, TOD helps to tilt the focus of the whole service system towards tackling the source of the violence, people who use violence. There is a strong focus on accountability for adults using family violence, holding them accountable for their actions and changing their behaviour.

A Partnership Approach

A fundamental vision for TOD is to provide a simpler, more integrated service system that will be more responsive and better coordinated in the delivery of interventions for women, individuals and families experiencing family violence, adults using family violence and families who require support for their children's care, wellbeing, and development. To achieve this vision, TOD brings together services as a partnership to support women, children and families and keep adults using violence in view.

The unique model of TOD allows practitioners with different specialisations to learn from and with each other, drawing on each other's knowledge and experience, and providing a more integrated assessment of risk and needs. Clients are equal partners in their support, participating in their own planning and inviting family and others in their life to be part of the decision-making.

The Orange Door, Barwon

TOD, Barwon has a primary site in the Geelong CBD and is establishing access points to ensure services are accessible to those seeking support. An access point has been established in Colac at Colac Area Health. Additionally, outposts may also be established in other locations around the greater Geelong area. In-reach services to provide more timely access to relevant supports like Victoria Legal Aid and Barwon Community Legal Services have also been established.

A multi-disciplinary intake and assessment team is established from employees of the partner organisations:

- Sexual Assault and Family Violence Centre (SAFV)
- Meli
- Wathaurong Aboriginal Co-operative
- Colac Area Health
- Community-based Child Protection