

Position Description

This position description is available in large print and other accessible formats upon request.

Position Title	Youth Family Violence Worker
Directorate / Service / Program	Youth, Housing and South West, Housing Services, Youth Homeless and Family Violence Support Program (Aspire)
Reports to	Team Leader Youth Homeless Support
Location	Geelong
Classification	Social, Community, Home Care and Disability Services Industry Award Level 5
Date Revised	October 2026

About Us

We are 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 our website www.meli.org.au

Position Overview

The Youth Family Violence Worker within the Aspire Program provides essential, intensive therapeutic family violence support and trauma-informed interventions to young people (aged 16-20) and their families impacted by family violence. They are responsible for delivering high-quality, innovative and evidence-informed interventions that promote safety, recovery, resilience, and positive change for young people and their families.

Youth focused family violence support involves specialised therapeutic interventions tailored to address the needs of young people who are victim survivors of family violence from a family member or intimate partner, and who are experiencing, or at

risk of homelessness. The program also supports young people using violence towards family members, however it not suitable for those using violence in intimate partner relationships.

A core focus of this role is promoting safety, wellbeing and stability for young people and their families impacted by family violence. This includes delivering therapeutic interventions that strengthen safety, build on protective factors, and support recovery and resilience. The Youth Family Violence Worker delivers targeted psychoeducation to young people and families to increase understanding of trauma and family violence dynamics, challenge the normalisation of violence, and foster safe and respectful relationships. The role supports young people and families to identify and respond to risk, enhance safety, and develop the knowledge and skills required to achieve positive and sustainable change.

The role involves conducting comprehensive MARAM risk assessments, safety planning, coordinating responses with external agencies (including The Orange Door), and working collaboratively alongside a Lived Experience Worker to ensure service delivery is responsive, culturally safe and effective. This position requires strong therapeutic engagement and intervention skills, sound family violence practice knowledge, and a commitment to child-safe and trauma-informed practice.

Key Accountabilities

Duties of this position may include, but are not limited to the following:

- Provide trauma-informed, intensive therapeutic support and interventions for young people and their families experiencing family violence, with a focus on safety, stabilisation recovery and resilience.
- Conduct comprehensive assessments of safety, risk, strengths and needs in accordance with the MARAM Framework, identifying current and emerging risks and determining appropriate intervention responses.
- Develop, implement and review therapeutic goals, safety plans and intervention strategies in partnership with young people and their families.
- Proactively identify and respond to the needs of young people who have experienced or witnessed family violence, including facilitating access to appropriate specialist and mainstream supports.
- Utilise assertive outreach and engagement approaches to build effective therapeutic relationships with young people and families impacted by family violence.
- Work alongside homelessness support case managers to support young people experiencing, or at risk of experiencing homelessness, providing specialist family violence assessment, intervention and safety planning.
- Deliver evidence-informed therapeutic interventions and psychoeducation that build understanding of trauma, family violence dynamics, emotional regulation, healthy relationships, safety planning and coping strategies.
- Work collaboratively with internal and external services to support coordinated family violence responses, including consultation, information sharing and collaborative risk management in accordance with Family Violence Information Sharing Scheme and Child Information Sharing Scheme.

- Develop and maintain effective working relationships with key stakeholders, including The Orange Door, Specialist Men's Services, Police, Courts, Child Protection, and family violence and mainstream support services.
- Under the guidance of senior staff, co-facilitate therapeutic, psychoeducational and support groups for young people impacted by family violence.
- Provide secondary consultation and practice advice to internal and external agencies regarding the needs of young people impacted by family violence. Maintain accurate and timely client records, data collection and reporting in accordance with organisational, professional and legislative requirements.

Organisational Accountabilities:

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

Qualifications, Skills, and Experience

- Bachelor's degree, postgraduate qualification, or other AQF Level 7 or above qualification in Social Work, Psychology, Behavioural Science, Criminology, Family Violence, or a related discipline.
- Meets, or is willing to work towards meeting, the Victorian Mandatory Minimum Qualifications (MMQ) requirements for specialist family violence practitioners, including one of the following:
 - Holds an AQF Level 7 or above qualification related to family violence or a related discipline; or
 - Has a Diploma-level qualification and is working towards an AQF Level 7 or above qualification while employed in a specialist family violence response role; or
 - Has at least 2 years relevant professional experience and is working towards an AQF Level 7 or above qualification while employed in a specialist family violence response role; or
 - Was employed in a specialist family violence response role prior to 1 July 2021 and is exempt under the MMQ policy.
- Experience in the family violence field, demonstrated through the provision of specialist family violence interventions, crisis response, risk assessment and management, therapeutic support, and engagement with young people and families impacted by family violence.
- Demonstrated experience building and sustaining positive working relationships with victim survivors, young people, families, community services, and partner agencies to support coordinated and person-centred service delivery.
- Excellent verbal and written communication skills, including the ability to engage individuals experiencing crisis or trauma, facilitate difficult conversations,

maintain accurate records, and contribute effectively within multidisciplinary environments.

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 Coordinated Criminal History Check (NCCHC)
- International Police Check (if required)
- Have the right to work in Australia

Key Stakeholders

- Meli employees
- Department of Families, Fairness and Housing (DFFH)
- Education Providers
- Victorian Police
- Social Housing Providers
- Meli Youth Entry Point
- Headspace
- Family & Community Services
- Barwon Health

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	Rarely
Working in buildings which may have stairs <i>(Reasonable adjustments can be made)</i>	Often
Driving, in & out of vehicles <i>(If driving is required, must hold current Victorian Driver Licence)</i>	Often
Bending, lifting, pushing, pulling	Rarely
Working alone or at a co-located site	Sometimes
Confrontational/confronting situations	Sometimes

(Due to the nature of our work, there may be times when staff are exposed to content, behaviour, language and/or situations that can be confronting)	
Working outside in differing weather conditions	Rarely
Working on-call and/or after hours	N/A
Attending external locations including client homes	Often

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.