

## Position Description

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

<b>Position Title</b>	Integrated Practice Leader
<b>Directorate / Service / Program</b>	Family Safety & Therapeutic Services / Access & Family Safety / The Orange Door
<b>Reports to</b>	Manager Access and Family Safety
<b>Location</b>	Geelong
<b>Classification</b>	Social, Community, Home Care and Disability Services Industry Award Level 8
<b>Date Revised</b>	February 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](http://www.meli.org.au)**

### Position Overview

The Integrated Practice Leader is responsible for leading an integrated practice response at the Barwon Orange Door and access points across the Barwon area. In addition, it promotes evidence informed interventions and build capabilities in the staff teams who work at the Orange Door. Leadership functions will be in accordance with the relevant industrial instruments and regulations and agency policies and procedures ensuring alignment with Meli's Strategic and Operation plans.

### Key Accountabilities

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

- Leading integrated practice and facilitating decision making by: - Working with Practice Leaders, Barwon Orange Door Leadership and practitioners to

identify and resolve complex systemic and practice issues as they arise, including where there are different views within the Orange Door team.

- Working in partnership with the Barwon Orange Door leadership to establish systems and procedures to guide integrated practice and track progress.
- Working in partnership with the Barwon Orange Door Service System Navigator to identify and resolve service system issues for an enhance service response.
- Promoting evidence based approaches, as well as continuous improvement in professional practice and the delivery of integrated Hub services
- Providing secondary case consultation and input on complex cases (where appropriate)
- Approving and processing brokerage to support client's assessed needs
- Operating with autonomy and accountability in leading integrated clinical practice.
- Building capability of practitioners to deliver integrated functions and services responding to family violence, perpetrator interventions, and child and family development, and functioning in line with the Hubs Service Model, Integrated Practice Framework and relevant legislative frameworks (including the Children, Youth and Families Act 2005 and Child Wellbeing and Safety Act 2005).
- Modelling integrated practice approaches and behaviour integral to ethical practice, including accountability and responsibility for decision making.
- Providing sound judgement and authoritative advice on risks, priorities, accountability, and practice matters to the Hub team, and where relevant the Orange Door Manager and/or relevant Orange Door governance groups.
- Building and maintaining positive relationships with key stakeholders to facilitate a partnership and integrated practice approach, internally and externally.
- In partnership with other Practice Leaders, supporting clinical practice, professional development and training of practitioners by:
  - Undertaking analysis of clinical and professional development needs across the workforce, monitoring quality of clinical practice and responding to local learning needs
  - Participating in Audits and leading the implementation of the Audit recommendations
  - Coordinating professional development opportunities for the Hub workforce, in partnership with FSV, CSOs, DHHS and Aboriginal organisations coming together to deliver Hub services
  - Leading reflective practice for The Orange Door team
  - Fostering and facilitating practice innovation.
- Using the Client Relationship Management System (CRM) for recording, analysis and review of client information.
- 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.

- Taking 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.

### **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 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**

- Professional clinical experience and relevant qualification(s) in social work, psychology or a related discipline.
- Demonstrated experience in leading integrated 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.
- Can work collaboratively to drive practice and cultural change, having a clear concept of the culture required to achieve integrated practice and clinical excellence with capacity to design and deliver innovative practices.
- 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 social services management roles.
- Ability to develop and manager stakeholder partnerships to build mutually beneficial partnerships.
- Ability to self-manage and systems think: can diagnose trends, obstacles and opportunities in the internal and external environment and use this knowledge to inform practice and systems within the organisation.

## **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
- Family Safety Victoria
- Sexual Assault Family Violence Centre
- Wathaurong Aboriginal Cooperative
- Colac Area Health • Bellarine Community 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
<b>Computer based tasks, sedentary position, office based</b>	Often
<b>Repetitive manual tasks</b>	N/A
<b>Working in buildings which may have stairs</b> <i>(Reasonable adjustments can be made)</i>	Sometimes
<b>Driving, in &amp; out of vehicles</b> <i>(If driving is required, must hold current Victorian Driver Licence)</i>	Sometimes
<b>Bending, lifting, pushing, pulling</b>	Rarely
<b>Working alone or at a co-located site</b>	Often
<b>Confrontational/confronting situations</b> <i>(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)</i>	Sometimes
<b>Working outside in differing weather conditions</b>	N/A
<b>Working on-call and/or after hours</b>	Rarely
<b>Attending external locations including client homes</b>	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.

<b>Name:</b>	<b>Signature:</b>	<b>Date:</b>

**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.