



POSITION DESCRIPTION – Family Violence Therapeutic Specialist	
Part 1 – Expectations for Your Role	
Position	Family Violence Therapeutic Specialist
Service / Program	Child Youth and Family Wellbeing / Family Support Services
Industrial Instrument	SACS - EACH Social and Community Service Employees Enterprise Agreement 2017
Instrument Classification	Level 5
Reports to	Program Manager
Effective Date	June 2025

Key Deliverables

- Promote the ability of individuals, children, young people and parents/carers (hereafter referred to as 'consumers') to recover from the effects of abuse, family violence, trauma and loss
- Ensure that risk and safety concerns are the subject of a continuous cycle of assessment and review using the MARAM framework
- Ensure that consumers are empowered to participate in decisions that affect their lives
- Ensure a multi-systemic, integrated, coordinated, consistent and holistic response to the needs of consumers
- Promote relational stability, and where there are children/young people in the family, improve opportunities for children and young people to successfully engage and connect with their parent/carer and resource parents/carers and others to provide nurturing, therapeutic, reparative care for children and young people using a trauma-and developmentally-informed framework
- Work with consumers in a supportive, inclusive and respectful way
- Ensure that meaningful, collaborative planning occurs in regard to the cultural needs of Aboriginal and other culturally diverse consumers.
- Develop and deliver training workshops, as required
- Undertake specialised trauma assessments with consumers referred into the program

Skills

- **Consumer focused:**
 - a) Systems thinker with an emphasis on partnering with victim/survivors, children and young people and their informal/formal support network to achieve optimal, sustainable outcomes
 - b) Ability to privilege the voice and lived experience children/young people within the context of their family or care arrangement
- **Intersectional practice:** Knowledge and experience in gender equality, diversity and inclusion in the context of family violence services; valuing diversity as a strength and positively champions diversity
- **Teamwork:** Contribution to a positive, collaborative and effective work environment; willingness to be proactive and help others



- **Achieves results:** Successfully achieving optimal outcomes with individuals, children and young people; ability to balance administration requirements
- **Professionalism:**
 - Execute day-to-day activities in a positive, friendly and enthusiastic manner.
 - Well-developed interpersonal and negotiation skills
 - Ability to work independently and as a part of a team

Experience and Knowledge

- Demonstrated ability to undertake therapeutic assessment and counselling, treatment planning and delivery of therapeutic interventions to consumers
- Demonstrated knowledge and skills in applying trauma, attachment and neurobiology frameworks and theories
- Substantial experience in the area of family violence, and/or in working with children and/or adults experiencing complex trauma from family violence.
- An applied understanding and sensitivity to the needs of LGBTIQ, CALD and ATSI communities
- Experience providing tailored, evidence-based and culturally-competent clinical assessment and treatment services to victim/survivors and children/young people who have experienced violence and trauma

Qualification/Registrations/Licences

- Tertiary qualification (including eligibility with the relevant professional association) in Counselling, Social Work or a related discipline
- Current state-based driver's license

Physical Requirements

- **Office Environment:** Ability to sit for extended periods and use office equipment.
- **Data Entry:** Capability to type and handle administrative tasks.
- **Office Mobility:** Ability to move around the office and attend meetings.
- **Light Lifting:** Ability to lift and carry up to 5 kg (e.g., laptops or office supplies).
- **Visual & Auditory:** Ability to read documents and communicate effectively in person and via phone/video.
- **Travel:** Ability to travel locally to Each locations.



POSITION DESCRIPTION - Employee

Part 2 – Expectations for Our Team

At Each, we are committed to improving lives and strengthening communities through a range of health, disability, housing, counselling, and mental health services. With a dedicated team of over 1,500 employees and 250 volunteers, we aim to create a positive impact, empowering individuals to live healthier, happier lives.

Our vision is for everyone to live well, and we strive for a healthier, more equitable future through innovation, advocacy, and community engagement.

We care. We listen. We learn. We deliver. Altogether better care.

Expectation of Employees

Employees are expected to work collaboratively with team members and other Directorates, contributing to both individual and community outcomes. They must model Each's values, ensuring an inclusive, safe, and engaging culture.

Employee Responsibilities

- Ensure quality, safety, and risk management to protect staff, customers, and the community.
- Collaborate with team members and stakeholders to achieve positive outcomes.
- Create a safe, respectful environment that fosters growth, learning, and wellbeing.
- Track progress and outcomes to meet Each's goals and performance targets.
- Work within professional boundaries and program guidelines.
- Demonstrate leadership behaviours and serve as an ambassador of Each.

Quality

Employees must engage in continuous improvement, comply with legislation and accreditation standards, and maintain the necessary skills and knowledge for their role.

Safety & Wellbeing

All Each employees are responsible for their own health and safety, as well as that of others, in line with OH&S legislation and Each's policies.

Child Safe Commitment

Each is dedicated to creating a child-safe environment, with zero tolerance for child abuse. Everyone is responsible for protecting and reporting any suspected child abuse, ensuring the safety and well-being of children involved with Each.

Inclusion and Diversity Commitment

Each is dedicated to an inclusive and diverse workplace where everyone is valued and respected. All staff are expected to promote inclusivity, embrace diversity, and foster a collaborative environment, ensuring a safe and supportive workplace for all.

Key Selection Criteria

Skills & Behaviours

- Adhere to Each's Behavioural and Performance Standards.
- Strong communication and interpersonal skills for building relationships.
- Collaborative team player with a positive attitude.

Desirable Experience, Knowledge, and Qualifications

- Relevant tertiary qualifications.



- Proven collaborative teamwork skills.
- Understanding of the Not-For-Profit and Health sectors.

Mandatory Competencies/Licences

- Criminal History Check and Employee Working with Children Check (as required).
- National Worker Screening Check (if required for the role).
- Entitlement to work in Australia

Expected Behaviours for all Each Staff

- Act in accordance with Each's Code of Conduct, policies, and service principles.
- Respond to family violence risk in line with the MARAM Framework.
- Promote a safety-first culture and adhere to health and safety policies.
- Ensure Each Great Care is put through its PACES (Person-Centred, Accessible, Connected, Effective and Safe).
- Support a zero-tolerance stance on abuse, neglect, and discrimination.
- Foster an inclusive, collaborative work environment, prioritizing customer needs.
- Contribute to teamwork, innovation, and continuous improvement.
- Engage in continuous learning and complete all mandatory training on time.