








Role description

Role Title	Domestic and Family Violence Specialist; Embedded Worker
Team	DFV: Co-location and Co-Response
Location	<i>Rotating between Jimboomba and Beaudesert Police Stations and YFS Jimboomba Office</i>
Classification Level	5
Reports to	Program Manager

Our Vision - Building independence and participation.

Our Purpose - YFS backs people to overcome adversity and to thrive.

- Our Values** -
-  **Excellence** - we deliver high quality services and have high expectations
 -  **Integrity** - we act honestly and openly
 -  **Optimism** - we think and act with confidence about people and the future
 -  **Steadfastness** - we persist to overcome barriers and adversity with our clients
 -  **Courage** - we challenge ourselves and others to create change



YFS has a long history of working with and empowering First Nations peoples. The [YFS Cultural Framework](#) sets out our continuing commitment and the actions we will take as a community member, a service provider and an employer to back First Nations peoples to achieve their aspirations and thrive

YFS is committed to promoting a unified, harmonious, safe and inclusive community. We recognise that all types of diversities deepen and enrich our community and provide an invaluable asset for our future.

We pride ourselves on ensuring our services and work environments are safe, inclusive, welcoming and accessible for all, regardless of ethnicity, gender, gender identity and expression, sexual orientation, disability, or religion.

Primary purpose

The Domestic and Family Violence Specialist; Embedded Worker will provide trauma-informed responses to victim-survivors of domestic and family violence who present at the police station. This role will undertake crisis intervention including risk and needs assessment and safety planning to address the immediate needs of the victim-survivor, assist police to engage with the victim-survivor by building trust and rapport and promote a better understanding of DFV within police.

Key accountabilities

Service delivery

Address the immediate needs of victim-survivors presenting at Police Stations through:

- Initial comprehensive assessment of lethality and risk.
- Developing safety plans in partnership with victim-survivors.
- Assessing the needs of victim-survivors.
- Providing information to relevant services to address health, parenting, financial, employment support, legal, and other counselling needs and complete referrals where required.
- Information and support for victim-survivors and children to access immediate safe accommodation including through DVConnect if appropriate.
- Utilising allocated brokerage as needed to provide practical support to address immediate needs of victim-survivors.
- Respond to Redbourne police referrals when available.

External relationships

- Build and foster collaborative partnerships with other agencies and stakeholders to provide and maintain effective, accountable services for clients, and report on developments.
- Build a network of contacts in other relevant organisations and ensure YFS's image and reputation is maintained.
- Work effectively with the Scenic Rim High Risk Response (SR HRR), Logan High Risk Team (HRT) and Integrated Service Response (ISR) to ensure an integrated response to domestic and family violence that is demonstrated by clear and consistent referral pathways, protocols and joint local initiatives.
- Work effectively with QPS to:
 - a. Assist police to build trust to and rapport to engage victim-survivors.
 - b. Engage in collaborative debriefing and reflective practice with police to increase capacity and capability within QPS to respond to victim-survivors and improve the service system response.
 - c. Improve service system integration (govt and non-govt), including promoting better understanding of agency roles and responsibilities.
 - d. Increase the understanding of the dynamics of gender, power and control and patterns of behaviour within intimate partner relationships where domestic violence is occurring.
 - e. Strengthen the identification of the person most in need of protection in the relationship as a whole and promote holding persons using violence to account.
 - f. Promote information sharing practices in accordance with Section 5A of the Domestic and Family Violence Protection Act 2012.

Leadership and values

- Apply YFS values, ethics, policies and procedures across all work practices. Contribute to the resolution of work-related matters by being honest, approachable and responsive.

Teamwork and collaboration

- Contribute to developing a cohesive team by participating in meetings, scheduled activities and team processes. Share information, communicate and present ideas in team meetings.
- Work with other team members to implement new and/or adapt existing work methods to improve service delivery. Identify and respond to changing needs of clients and/or YFS.
- Actively consult with line management to share high risk concerns, and for risk management discussion/plans.

Professional accountability

- Use YFS and partner information and resources accountably.
- Undertake work in accordance with team standards and YFS policies, protocols, and procedures, including workplace health and safety, risk management, and relevant legislative requirements.
- Work within the standards and principles of safeguarding children and vulnerable adults.
- Work in accord with the Domestic and Family Violence Professional Practice Standards and guidance, information Sharing Guidelines and Common Risk and Safety Framework.

Problem solving and decision making

- Identify and resolve problems, and contribute to improving working processes and procedures to improve service delivery to clients.

Administration

- Enter data, maintain records and complete documents in line with YFS document management and record keeping procedures.

Cultural respect

- Acknowledge the history and ongoing impacts that Aboriginal and Torres Strait Islander people experience.
- Deliver services that are person and community centred for Aboriginal and Torres Strait Islanders and people from diverse cultural backgrounds.

Relevant skills, knowledge and experience

Experience and qualifications

- Relevant tertiary qualifications (Degree in relevant discipline) and/or experience are essential.

Knowledge and experience specific to the role

- Evidence of a Domestic and family violence framework underpinned by a gendered perspective of men's violence against women which considers DFV as both a manifestation and driver of unequal power.
- Knowledge, skills, and proven experience in empowering victim-survivors experiencing domestic and family violence, abuse, and coercive control through a trauma informed framework to increase safety and wellbeing.
- Demonstrated successful engagement with victim-survivors, embedding risk assessment and safety action planning.
- Understanding of the impact of domestic and family violence and abuse on victim-survivors, including the impact on children, attachment, and parenting.
- Working knowledge of the Domestic and Family Violence Protection Act 2012 and knowledge of court and legislative proceedings as they relate to the Act.
- Demonstrated understanding of The Domestic and family violence services practice principles, standards, and guidance, The Domestic and Family Violence Information Sharing Guidelines and The Common Risk and Safety Framework including risk and lethality indicators.
- Understanding of the cultural considerations and differences in engaging First Nations people and people from Culturally and Linguistically Diverse backgrounds experiencing domestic and family violence, abuse, and coercive control.
- Ability to work with a sense of urgency and manage a high workload.
- Effective written communication skills to write correspondence and prepare short reports.

- Demonstrated organisational skills to plan and prioritise work efficiently and effectively (to achieve targets), and to manage competing demands and priorities.
 - Teamwork skills with the ability to contribute to a productive, positive, and harmonious team.
 - Refer to the level 5 competencies in the Social, Community, Home Care and Disability Services Industry Award.
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Other role requirements

- Work out of hours when required to respond to client needs (e.g. to support access to safety).
 - Current Queensland C Class driver licence.
 - Current First Aid Certificate, or ability to obtain.
 - Current Positive Notice Blue Card.
 - Current National Police Check.
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Additional information

An employee may be directed to carry out such duties as are within the limits of the employee's skill, competence and training. All employees are required to observe YFS' policies and procedures. Employment in the position will be subject to an annual performance plan and review, with initial appointment subject to a probationary period of five months.