



Position Details	Position Title	Workforce Development Worker Northern Integrated Family Violence Services (NIFVS)
	Employment Type	0.8 EFT Permanent Position 30.4 hours per week
	Remuneration	<p>Salary and conditions are in accordance with the Women's Health In the North (WHIN) Enterprise Bargaining Agreement. This position is classified as equivalent to a level 5 in the SCHCADS Award with a <u>total salary package</u> of \$65,745 to \$70,967 pro-rata (including leave loading and superannuation) based on qualifications and experience.</p> <p>Salary packaging is available and subject to legislative requirements and in accordance with WHIN's policy.</p> <p>In addition to four weeks annual leave, staff are granted an additional three days leave (grace-in-favour days) across the Christmas/New Year period.</p> <p>An initial three month probationary period will apply as part of the employment offer. Privacy and confidentiality agreement and police/working with children check required.</p>
	Exemption	EOE A114/2012
	Location	Women's Health In the North 680 High St, Thornbury, Victoria, 3071
	Reports to	Regional Integration Coordinator, Northern Integrated Family Violence Services.
Organisational Context	<p>WHIN's vision is that all women in the Northern region have voice, choice and power in all aspects of their health and wellbeing. WHIN is the regional women's health service operating across Melbourne's northern suburbs.</p> <p>WHIN addresses gender inequities and the determinants of women's health, safety and wellbeing through leadership, advocacy, research, knowledge translation and strategic partnerships.</p> <p>Since the first reforms of the family violence service system in 2006, WHIN has been funded by the Department of</p>	

		<p>Health and Human Services to undertake the work of integration, as led by the Regional Integration Committee.</p> <p>The NIFVS coordination team includes the Regional Integration Coordinator (RIC) and two workers.</p>
<p>Position Context</p>		<p>The NIFVS coordination team resources, coordinates and supports family violence and related services in the Northern Metropolitan Region (NMR) in their work towards integration by:</p> <ul style="list-style-type: none"> • providing leadership for regional integration • convening and supporting regional networks and groups • disseminating key family violence news and information • identifying and publicising integration and other initiatives in the north • delivering training to the sector • facilitating links between local, regional and statewide family violence governance structures. <p>Since 2011, this role has played an important part in improving service system responses through a focus on workforce development and training in the NMR.</p> <p>On 29 March 2016, the Victorian Royal Commission into Family Violence handed down its final report. The Victorian Government committed to implementing all 227 recommendations, releasing 'Ending Family Violence: Victoria's Plan for Change' in November 2016.</p> <p>The plan acknowledges the importance of workforce development including the development of a 10 year industry plan to be released in November 2017.</p>
<p>Position Summary</p>	<p>Key Objective</p>	<p>The NIFVS Workforce Development Worker will plan, deliver and evaluate a range of initiatives to support workforce development including training, forums and family violence practice groups.</p> <p>The worker will also have responsibility for resourcing regional networks, including a funded alliance of community health services providing counselling and group work to women and children.</p> <p>A background working with women who have experienced family violence and/ or perpetrators is vital. Highly developed communication skills and experience in planning, delivering and evaluating projects, including professional development, is required.</p>

Key Result Areas	Quality Services & Outcomes	<ul style="list-style-type: none"> • Plan, deliver and evaluate workforce development initiatives in partnership with service providers, consultants and other stakeholders. • Assist with planning, promoting and resourcing regional meetings as requested. • Assist in responding to changes in government policy and structure. • Perform project related administrative tasks and procedures as required.
	Strategic Networking & Liaison	<ul style="list-style-type: none"> • Develop and maintain effective working relationships with key partners and other stakeholders. • Consult with and engage partners in the development and implementation of forums and other workforce development initiatives. • Establish and resource effective project reference or working groups. • Provide specialist family violence advice to WHIN colleagues and external stakeholders to support the development of quality initiatives and programs. • Represent NIFVS at meetings and forums as directed.
	Collaboration and Team Work	<ul style="list-style-type: none"> • Work collaboratively and proactively to achieve team and organisational goals. • Develop and maintain effective working relationships with partners and other external stakeholders. • Participate in staff and team meetings and staff development. • From time to time the position will be responsible for supervision of a sessional or part-time trainer.

	<p>Effective Organisational Systems and Development</p>	<ul style="list-style-type: none"> • Participate in the annual review of the NIFVS Regional Plan and the development of an annual work plan. • Work with the NIFVS Regional Integration Coordinator to fulfil reporting requirements. • Participate in organisational planning including WHIN’s annual review of its strategic direction and development of operational plans. • Be actively involved in a learning organisation including continuous quality improvement, accreditation processes and performance reviews. • Apply the organisation’s vision, mission and values in order to achieve WHIN’s strategic objectives and priorities.
<p>Key Selection Criteria</p>	<p>Essential</p>	<ul style="list-style-type: none"> • Tertiary qualifications in social work, community development, gender studies, and/or a social policy discipline. • Experience working with women who have experienced family violence and/ or perpetrators. • Experience in planning, delivering and evaluating training. • Experience in project management including planning, delivery and evaluation. • Highly developed and demonstrated communication skills - both verbal and written. • Strong planning, time management and organisational skills. • Ability to work both independently and as part of a team and to respond flexibly to team demands and priorities. • Sound knowledge of family violence issues including an understanding of issues relating to the gendered nature of family violence. • Understanding of, and commitment to, feminist and social justice principles. <p>It is also anticipated that the successful incumbent will possess advanced computer skills and be licensed to drive in Victoria.</p>

	Desirable	<ul style="list-style-type: none"> • Certificate IV in Workplace training and Assessment. • Ability to speak a community language. <p>Aboriginal and Torres Strait Islander women are encouraged to apply.</p>
Performance Monitoring		This position description will be reviewed annually as part of WHIN's performance and development planning, when the position becomes vacant, or as deemed necessary.
Application Details		<p>Written applications addressing the Key Selection criteria, marked 'Confidential', with three nominated referees, including your most recent line manager to:</p> <p>Chief Executive Officer Women's Health In the North 680 High Street Thornbury, VIC, 3071 Email Address: info@whin.org.au</p>
Further Information		<p>If you have specific queries about this position, please contact Sarah Johnson, Regional Integration Coordinator, Northern Integrated Family Violence Services on 9484166 or sarahj@whin.org.au.</p> <p>For more information go to the NIFVS website: http://www.nifvs.org.au/about/getting-involved/employment-opportunities</p> <p>CLOSING DATE FOR APPLICATIONS: By 9am on Monday 3rd April 2017.</p>