

Position Description

POSITION TITLE:	Manager Clinical Leadership
POSITION TYPE & TENURE:	Full time, ongoing
PROPOSED PAY GRADE:	NTV EA Level 7
REPORTS TO:	National Head of Services
DIRECT REPORTS:	Client Services Practice Lead
LOCATION:	Any Australian Capital City

ABOUT NO TO VIOLENCE

No to Violence is Australia's peak body for individuals and organisations that work with men that use violence. We provide training, sector development and policy advice and advocacy on behalf of members. We operate the Men's Referral Service, providing a counselling service and referral pathways directly to men who use violence. As a pro-feminist organisation, women and children are at the centre of what we do - by ending men's use of family violence, families, individuals, and communities are safer.

POSITION SUMMARY

The Manager Clinical Leadership will work collaboratively to develop, implement, and evaluate NTV's clinical service models and will provide training and ongoing clinical supervision and support to all Men's Family Violence Counsellors (MFVC). The role is critical in ensuring continuous improvement and guiding best practice interventions that are informed by the evidence base and that are consistent with NTV's values and strategic vision.

DELIVERABLES

Provide clinical leadership to the MFVC teams ensuring best practice is adhered to

- Identify priority learning needs for the MFVC teams and develop and deliver training modules to support MFVCs to deliver high quality service to clients.
- Collaborate with managers on the delivery of regular best practice meetings and workshops.
- Deliver induction modules to new staff – ensuring the modules are up to date and in line with best practice and research.
- Develop and maintain online training modules to support the induction of new clinical and non-clinical staff at NTV.
- Ensure all training material is developed with input from all NTV teams to ensure that family violence research projects, sector development initiatives and workforce training programs are integrated into MFVC training delivery.
- Ensure that all MFVC staff training records are up to date and employees are compliant with training modules and requirements according to the NTV Clinical Governance Framework
- When approved by the National Head of Services, support in the recruitment of student placement/graduate programs.
- When approved by the National Head of Services, coordinate the professional development of students on university placement programs and MFVC employees on graduate programs.

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- Participate in Funder meetings relating to the Client Services Practice Lead position. - Oversee and deliver report in line with the Client Services Practice Lead position. - Other duties as directed by the National Head of Services.
Provide clinical supervision and guidance to the MFVC Teams when required.
- Provide regular, structured clinical supervision to MFVCs ensuring adequate opportunities for debriefing, support, and feedback. - Provide expert advice and guidance to MFVCs regarding high-risk clients. - Provide organisational supervision to the Client Services Practice Lead. - Provide support to the Client Services Practice Lead on their projects, including but not limited to, setting and monitoring their workplan.
Mitigate risk regarding MFVC practice through support and training
- Provide advice and support to MFVCs on the risk and safety management of high risk and/or complex client case presentations. - Provide training in current best practice safety and risk management practices in line with legislation requirements across Australian states and territories to ensure that MFVCs are compliant with current practice.
Adhere to policies, procedures and systems keeping up to date with current reforms across Australia
- Ensure work is undertaken in compliance with NTV frameworks, policies, procedures, clinical governance principles and legislation. - Keep up to date with family violence reforms across Australia. - Maintain proficiency in all data capture systems and CRM's.
Ensure continuous improvement through active participation
- Participate in all relevant NTV team meetings, individual and group supervision, and clinical team meetings. - Play an active role in individual and group professional development activities to support on-going knowledge/skill enhancement and practice development. - Provide feedback and insights regarding systemic issues, continuous improvement opportunities and work processes/practices. - Access opportunities to participate in clinical supervision (with MCL as the supervisee). - Work collaboratively with external consultants to ensure best practice models are being delivered to NTV MFVCs

WHAT WE ARE LOOKING FOR IN THIS ROLE

Skills, Experience and Knowledge

- Demonstrated knowledge of training package design, delivery, and assessment essential, with knowledge of learning management systems and online module developed highly desirable.
- Demonstrated knowledge in delivering clinical supervision to a counselling team within the family, domestic and sexual violence sector.

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- Specialist knowledge and skills and prior experience providing male family violence services, including intake and risk assessment, information sharing and other legislation.
- Demonstrated competency and experience in risk assessment and safety planning within the family violence, and organisational risk escalation practices
- Demonstrated understanding of the social and gendered context of family violence and the impact of violence on women and children and a commitment to the practice and principles of non-violence, justice, social inclusion, and gender equity issues.
- Demonstrated understanding of feminist frameworks and principles.
- Ability to identify, assess and priorities the risk and need of women, children and families using the MARAM framework, relevant practice frameworks and guidelines.
- Working collaboratively with a team to support integrated risk assessment and safety planning, drawing on the expertise of a multi-disciplinary team.
- Understanding of legislation, risk management and reforms pertaining to the family violence sector.
- Commit to working inclusively with Aboriginal and Torres Strait Islander people, people from culturally and linguistically diverse communities, LGBTI people and people with disabilities
- Ability to work independently and part of a wider team.
- Proven people leadership and coaching abilities.

Qualifications/Competencies/Licences

- A social work degree or qualification in a related field or relevant experience, in line with the mandatory minimum qualification requirements for specialist family violence practitioners.
- Certificate IV in Training Assessment and experience of delivering training within the family violence highly desirable.
- Completion of a Criminal History Check and Employee Working with Children Check (or State equivalent) prior to commencement of employment and as required by legislation and policy during employment, as well as a duty to disclose relevant information that may arise after employment has commenced.

PSYCHOLOGICAL SAFETY REQUIREMENTS OF THE ROLE

- Vicarious Trauma: Regular exposure to high risk and complex family violence cases, especially when supporting MFVC with clinical supervision and case conferences.
- Burnout – High workload responsibility for training, supervision, compliance, reporting and often under tight deadlines for information sharing requests
- Moral distress, navigating ethical dilemmas, especially when best practice recommendations conflict with legal constraints and frameworks
- Isolation and limited peer support – Snr role, remote location fewer peers to debrief with, and may carry additional weight in supporting others.

MITIGATIONS FOR PSYCHOLOGICAL SAFETY REQUIREMENTS OF THE ROLE

- Clear expectations outlined in Position Description, communication and escalation processes
- Access to debriefing and Employee Assistance Programs (EAP)
- Tasks will be monitored to ensure workloads are reasonable and deadlines achievable
- Employees are encouraged to raise concerns about workload or role strain without fear of reprisal in supervision discussions
- Employees will have input into how work is organised and prioritised.
- Respectful communication is expected in all interactions, both internal and external.

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- The organisation will actively prevent bullying, harassment, and interpersonal conflict.
- Regular check-ins and supervision including workload reviews will be conducted to ensure sustainable work practices
- Peer support networks and reflective practice available with National Head of Services, Practice Lead and Services Regional Managers.
- Regular clinical supervision for the roles itself

EXPECTED FOR ALL NTV STAFF

- Act in accordance with NTVs code of conduct, policies and procedures and is committed to NTVs vision, mission, values and service standards.
- Promote a 'safety first' culture and acts in accordance with NTV health and safety policies and risk management systems.
- NTV values equity, diversity and inclusion and promotes an inclusive and collaborative work environment where all staff, volunteers and service users feel welcomed, respected and valued and encouraged to fully participate, irrespective of their individual differences in background, experience and perspectives.
- Be curious, reflective and open to continuous learning and new ways of working.
- Complete all mandatory training in a timely manner, to support the delivery of high quality, safe and effective services.
- Contributes to innovation, quality activities and continuous improvement and openly share information and knowledge to enable optimal outcomes for the organisation.
- Regional and interstate travel will be required from time to time.
- Members of the NTV leadership team may be required to attend Board of Governance and Board Sub-Committee meetings which typically take place in the evening. Attendance may be required up to 6 times per year, or as required.

Signature of Job Holder _____ Date signed _____