

Specialist Family, Domestic and Sexual Violence Team Leader (LGBTIQA+SB Communities)

Position:	Specialist Family, Domestic and Sexual Violence Team Leader (LGBTIQA+SB Communities)
Reports to:	Service Manager
Remuneration:	SACS WA Level 6.1 (pay point determined based on qualifications and experience as per the Social and Community Services (Western Australian) Interim Award).
Hours of work:	Full time
Position term:	Fixed term to 30 June 2026 with potential extension dependent on funding.
Location:	West Perth/ Northbridge

About Living Proud

Living Proud is a peer organisation and was founded over 50 years ago as the Campaign Against Moral Persecution WA (CAMP WA), Australia's first gay and lesbian rights movement. While advocating for the decriminalisation of homosexuality, CAMP WA established a telephone support line, 'Phone a Friend,' which evolved into the service now known as Living Proud.

Today, Living Proud is the WA partner of the QLife national LGBTIQA+SB telephone and web chat peer-support service. In addition to QLife, Living Proud delivers health and wellbeing initiatives, family, domestic and sexual violence support, community capacity-building programs, and training programs. We strive to improve the health and wellbeing of lesbian, gay, bi+, transgender, intersex, queer, and other diverse people. More information can be found on our website: www.livingproud.org.au/.

Position overview

The Specialist Family, Domestic and Sexual Violence Team Leader sits within Living Proud's *Pride in Respect* program and is funded through the *National Partnership Agreement on Family, Domestic and Sexual Violence Responses 2021-2027*. Living Proud has partnered with Ruah Community Services to deliver specialised family, domestic and sexual violence support to the LGBTIQA+SB community and secondary consultation to services who are working with them.

The Specialist Family, Domestic and Sexual Violence Team Leader will provide person-centred, strength-based, trauma-informed and anti-oppressive case management, utilising the Safe and Together model and Response-Based Practice. They will provide assessment, support, information, advocacy, and referral pathways to people accessing the service. Pride in Respect



provides in person and digital supports and interventions include assessment, safety planning, referrals and short-term case management.

Pride in Respect works to build the capacity of the mainstream Family, Domestic and Sexual Violence workforce who deliver frontline services and support to LGBTIQ+SB victim-survivors in line with relevant best practice standards and approaches. Education and secondary consultation are provided to the mainstream sector on the nuances of working with the LGBTIQ+SB community and the specific forms of family, domestic and sexual violence experienced by LGBTIQ+SB people.

Critical to this role is to have a complex and intersectional understanding of the issues faced by the LGBTIQ+SB communities and specifically those living with or impacted by family or intimate partner violence, poor mental health, isolation, disability, homelessness and/or suicidality.

About the successful candidate

To be successful in this role, the candidate will have minimum 3 years' experience working in the Family, Domestic and Sexual Violence sector, demonstrated experience in client service delivery and case management support and possess strong risk assessment skills.

They will be a 'people person' and be committed to supporting team members and building a positive and healthy workplace culture. Their role requires coaching and mentoring of the team to ensure agreed outcomes and performance indicators are achieved within the resources available. They will possess excellent communication and relationship management skills, good time management, and will understand and work with the many barriers faced by LGBTIQ+SB people in our community. Demonstrated experience in leading a successful team within the program area of Family, Domestic and Sexual Violence is desirable.

Key responsibilities

<p>Mission and Values</p>	<ul style="list-style-type: none"> Actively promoting and demonstrating behaviours and conduct that champion Living Proud values and commitment to ethical practice. Ensures adherence across service area to policies and procedures.
<p>Program Development</p>	<ul style="list-style-type: none"> Foster continuing improvement in service delivery. Deliver presentations and community education around LGBTIQ+SB family, domestic and sexual violence issues as required. Build capacity of the workforce who deliver frontline services and support to LGBTIQ+SB victim-survivors of family, domestic and sexual violence in line with relevant best practice standards and approaches. This includes providing education, secondary consultations and case reviews regarding LGBTIQ+SB clients. Ensure program obligations are understood, and appropriate controls are established, evaluated, maintained, and monitored. Operate as a specialist employee in LGBTIQ+SB family, sexual and domestic violence, providing expertise on current and emerging issues relevant to the program area.

Service Delivery	<ul style="list-style-type: none"> • Demonstrate highly developed engagement skills with people affected by family, domestic and sexual violence who are seeking professional support. • Manage a case load to provide assessment, brief interventions and case management to LGBTIQ+SB victim survivors. • Coordinate and work collaboratively with a range of services and stakeholders to advocate for and support LGBTIQ+SB people to reach their goals. • Provide specialist family violence risk assessments and support within the Common Risk Assessment and Risk Management Framework (CRARMF) and other relevant frameworks and legislation. • Provide specialist secondary consultation regarding the support of LGBTIQ+SB people experiencing family, domestic and sexual violence. • Work within a client-centred, trauma informed and evidence-based practice framework.
Information management	<ul style="list-style-type: none"> • Maintain timely, accurate service and client records including case notes and reports. • Ensures data required by Living Proud and funding bodies is recorded as required in line with legislation and practice requirements. • Maintains confidentiality in accordance with organisational policies.
Culture and Development	<ul style="list-style-type: none"> • Contributes to a positive team culture based on kindness and respect. • Attend regular staff meetings and networks which are deemed relevant to the position. • Promote an active learning and development culture. • Supports, motivates, and develops a high performing team. • Promote an active learning and development culture. • Identifies opportunities for staff to gain professional development experience
Stakeholder Engagement	<ul style="list-style-type: none"> • Develop and maintain respectful and responsive relationships with relevant agencies and LGBTIQ+SB community groups. • Participate in internal and external engagements and relationship development. • Advocate for the needs of clients. • Actively engaging with the LGBTIQ+SB community and appropriate organisations to foster greater collaborative practice in the interests of clients. • Actively contributes to the positive public profile of Living Proud.
Communication	<ul style="list-style-type: none"> • Ensures an effective two-way communication with management and colleagues.
Quality and Risk Management	<ul style="list-style-type: none"> • Delivers services within the program area in accordance with practice requirements and service agreements.

	<ul style="list-style-type: none"> Identifies and reports on risk issues to the Services Manager in accordance with Living Proud procedures.
Safety, Security and Other Duties	<ul style="list-style-type: none"> Work in a way that demonstrates and promotes positive health and safety. Be accountable for protecting Living Proud, Ruah and client information security and privacy. Undertake any other duties as reasonably required.

Selection criteria

ESSENTIAL

It is expected that the successful applicant will be able to demonstrate the following:

- Identify as part of the lesbian, gay, bisexual, transgender, gender diverse, Intersex, asexual communities (LGBTIQA+SB) [Living Proud has an exemption under Equal Employment].
- Tertiary qualification in Social Work or related discipline, with specialist knowledge and experience relevant to the position.
- Demonstrated knowledge and/or experience (including lived experience) of issues affecting LGBTIQA+SB people.
- Minimum 3 years' experience in direct service delivery including undertaking risk assessments, developing and implementing case management plans and client record management.
- Demonstrated understanding of intersectionality as it relates to diverse and marginalised populations and their experience of family, domestic and sexual violence.
- Knowledge of the nuances of working with the LGBTIQA+SB community, the specific forms of family, domestic and sexual violence experienced by LGBTIQA+SB people and the drivers of LGBTIQA+SB family, domestic and sexual violence.
- Demonstrated understanding of relevant legislation and practice frameworks relating to family, domestic and sexual violence practice.
- Excellent written and verbal communication skills.

DESIRABLE

- Demonstrated experience in leading a successful team within the program area of family and domestic violence.
- Lived experience of navigating the mental health, and/or family or intimate partner violence sectors as a service user, support person or carer.
- Confident public speaking and presentation style.



REQUIRED COMPLIANCE DOCUMENTS

- Current drivers license
- Working with Children Check
- National Police Certificate valid within 6 months

To find out more and apply

1. Submit a covering letter that addresses all the “Selection Criteria” as outlined in the position description.
2. Attach a current copy of your Resume, including the contact details of two recent professional referees.

NOTE: *Applications that do not address the Essential and Desirable Selection Criteria will not be considered.*

Contact

For information, please contact Michelle Hunter (Services Manager).

Email: michelle@livingproud.org.au , using the subject line: **CONFIDENTIAL Specialist Family, Domestic and Sexual Violence Team Leader**