



Engender
Equality

Position Description, Family Violence Practitioner/Community Educator

Job Title:	Family Violence Practitioner/Community Educator
Location:	Engender Equality, Hobart, Tasmania
Classification/Salary:	SCHADS, Level 6
Employment Status:	37 hours/week
Reports to:	Practice and Intake Manager

This role involves the provision of support to people affected by family violence/abuse through therapeutic counselling, advice and support, referral information, risk assessment, advocacy and facilitation of support groups. The role also involves community liaison, consultation and education to service providers from government and other non-government services, other professionals, students and the general public.

The Family Violence Practitioner/Community Educator must share the values and philosophies of Engender Equality and fulfil the legal obligations associated with this role.

This position operates under the Tasmanian Government's Family and Sexual Violence Action Plan.

Review of Position

The position will be reviewed after a four month probationary period. Employment is dependent on funding.

Purpose

The purpose of the position is to:

- Assist in the development and delivery of Engender Equality counselling services and other support programs
- Provide high quality trauma informed counselling, group work and therapeutic consultation services to meet the needs of people affected by family violence
- Provide secondary consultation and reciprocal peer support to other clinical staff

Responsibilities and Duties

<p>Service Provision to Clients</p>	<ul style="list-style-type: none"> • Provide effective and efficient high quality counselling services using a feminist framework as well as utilising treatment modalities such as trauma informed care and practice • Provide casework support, including follow up referral and liaising with other case managers, service providers and counsellors where applicable • Provide written and verbal advocacy support to clients, such as court reports, Victim of Crime support letters, special witness applications and Flexible Support Packages • Provide outreach support to clients if applicable • Manage client case notes and profiles according to therapeutic industry standards.
<p>Group Work</p>	<ul style="list-style-type: none"> • Plan, facilitate and evaluate group programmes to support people whose lives are affected by family violence • Tailor programs to suit particular client groups
<p>Teamwork and Communication</p>	<ul style="list-style-type: none"> • Contribute to positive team culture and skill sharing within the staff team via agency communications (email and Microsoft Teams) and at practitioners meetings • Provide task supervision to students and volunteers • Engage in debriefing with co-workers and students as required • Share relevant information from professional development sessions at team and program meetings
<p>Professional Development</p>	<ul style="list-style-type: none"> • Participate in on going professional development • Share knowledge/skills regarding current best practice in the field of family and domestic violence within the staff team
<p>Networking</p>	<ul style="list-style-type: none"> • Contribute to community development initiatives • Work within the Tasmanian family violence network (government and non-government) to support clients • Build on relationships with relevant stakeholders in order to advance the objectives of Engender Equality

<p>Contribute to the development and enhancement of Engender Equality services</p>	<ul style="list-style-type: none"> • Contribute to the continuous improvement of internal activities such as evaluation processes, strategic planning and policy development • Develop, administrate and evaluate projects and training as required • Participate in government and community consultation and training as requested • Contribute to Engender Equality projects and activities as required
<p>Administrative</p>	<ul style="list-style-type: none"> • Maintain risk management documentation as per organisational policy and procedure • Answer phone calls/emails and maintain the client information system to enable effective intake procedures • Contribute to the day-to-day running of the organisation • Any other appropriate duties as requested

Key Competencies for All Staff

- *Self Assessment & Reflection* - The capacity to recognise own feelings and those of others, for motivating ourselves and managing emotions well in ourselves and our workplace relationships. To be capable of self-awareness, self-management, social awareness and relationship management, in order to contribute to a more effective and supportive organisational culture.
- *Quality* - Engage in activities that promote continuous improvement in provision of Community Health Services.
- *WHS/ Risk Management* - Work performance complies with WHS/Risk Management obligations.
- *Service Performance* - Services are delivered in a timely manner, meet Engender Equality expectations, and are consistent with sound administrative and operational procedures and practices and within allocated budgets where applicable.
- *Communication* - Information is disseminated on-brand, using appropriate media/language to the right people at the right time.
- *Accountability* - Individual responsibility to deliver services within the relevant legislative and regulatory framework and through sound financial practice.

Mandatory requirements

- A bachelor degree in Psychology, Social Work/Social Sciences, Counselling or equivalent.
- Eligibility for membership with relevant professional bodies.

- Demonstrated knowledge of feminist, trauma informed and intersectional frameworks for addressing family violence in Australia.
- A satisfactory police check/WWVP Card.

Desirable requirements

- Post graduate training in family and domestic violence.
- Experience in mandatory reporting to Child Safety Services.
- Extensive experience of working in long term therapeutic counselling with people affected by family violence or other similar therapeutic interventions.

Experience and Skills (Selection Criteria)

1. Demonstrated commitment to social justice including and the socio-political context of poverty and violence and its impacts on women, gender diverse and non-binary people, children and family relationships.
2. Demonstrated experience in the provision of therapeutic counselling services, including assessment, planning and delivering a full range of psychosocial interventions.
3. Unwavering commitment to analysing power and working within the code of practice for specialist family violence services. [DV Vic Code of Practice V1.1.indd \(safeandequal.org.au\)](#)
4. Demonstrated knowledge of mandatory reporting requirements and an understanding of domestic and family violence legislation.
5. Demonstrated project management skills including the ability to organise and administer own work programs, excellent time management skills and sound report writing skills.
6. Exemplary communication and interpersonal skills in a high pressure environment.
7. Demonstrated ability to work effectively as part of a multi-disciplinary team, to contribute to service and team development, and to contribute to the promotion of the organisation and its services.
8. Excellent administrative skills including word processing, maintaining appointment schedules and client case notes.

How to Apply

For further information regarding the position, please contact,

Alina Thomas

0438 788 291

ceo@engenderequality.org.au

Applications must include an up-to-date CV and a separate document giving details on your aptitude in relation to the Experience and Skills (Selection Criteria) listed above.

Please forward your complete application to ceo@engenderequality.org.au by 4th July 2022.

Engender Equality's commitment to diversity:

The expertise, lived experience and cultural wisdom of Aboriginal and Torres Strait Islander, First Nations, LGBTQ, migrant, culturally diverse and women with disability are valued by Engender Equality and applicants from these groups are strongly encouraged to apply (as are people with parenting responsibilities). We recognise that this position requires a broad range of skills and as such there is some flexibility in the number of hours worked per week and the key areas of responsibility. Engender Equality encourages applicants to identify their areas of experience that best match the role and any preferred options for flexible working arrangements.