



Engender
Equality

Position Description, Family Violence Specialist Practitioner

Location:	Engender Equality, North West Tasmania (Burnie office)
Classification/Salary:	SCHADS, Level 6 (\$44.34/hour)
Employment Status:	Full or Part Time (negotiable)
Reports to:	Engender Equality CEO

Engender Equality provides therapeutic counselling and support to people who have been affected by violence.

This role involves the provision of support to people affected by family violence/abuse through counselling, advice and support, referral information, risk assessment, advocacy and the 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 Counsellor/Community Educator needs to share the values and philosophies of Engender Equality and fulfil the legal obligations associated with this role.

This position has been created by the Australian Government Domestic Violence Support Package in the wake of COVID – 19 and is administered by the Department of Communities Tasmania. The role operates with in the National Plan to Reduce Violence against Women and their Children and the Tasmanian Government's Family Violence Action Plan, Safe Homes, Families and Communities.

Training, practice support and clinical supervision will be made available to the successful candidate.

Review of position

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

Purpose

The purpose of the position is to:

- Assist in the development 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

1. Service Provision to Clients

- Provide effective and efficient high quality counselling services using a feminist framework to underpin all interventions as well as utilising therapeutic modalities including Trauma Informed Care and Practice.
- Provide casework support, including follow up referral and advocacy as appropriate to ensure best outcomes for the client. Attend case meetings as required.
- Liaise with other case managers, service providers and counsellors where applicable.
- Manage client case notes and profiles according to therapeutic industry standards.

2. Group Work

- Plan, facilitate and evaluate group programmes to support women whose lives are affected by family violence.
- Tailor programs to suit particular client groups.

3. Teamwork and Communication

- Contribute to skill sharing within the staff team regarding current best practice in the field of family and domestic violence.
- 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.

4. Professional Development

- Participate in on going professional development.

5. Networking

- 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.

6. Contribute to the development and enhancement of Engender Equality services

- 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.

7. Administrative

- 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 *Specialist Family Violence 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 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.

Skills and qualifications (selection criteria)

Qualifications and experience

- Tertiary qualifications in Psychology, Social Work/Social Sciences, Counselling or other relevant area or equivalent experience.
- Experience working with people impacted by family violence or complex trauma.

Counselling

- Experience providing counselling services, including assessment, planning and delivering a full range of psychosocial interventions.
- Knowledge of risk assessment and safety planning in the context of family violence.
- Knowledge of the presentation and impact of complex trauma and gender.

Administration

- Ability to Identify and prioritise tasks, plan ahead and develop schedules, and anticipate and adjusting for potential barriers and problems.
- Administrative skills including word processing, data input, writing client case notes, written communications as necessary - for example, victim support statements.

Communications and engagement

- Relationship building skills with a demonstrated ability to collaborate with a diverse range of stakeholders.
- 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.

Commitment

- Unwavering commitment to analysing power and working within the code of practice for specialist family violence services. <http://dvvic.org.au/members/practice-development/>

How to Apply

Please contact Alina Thomas, 0438 788 291, ceo@engenderequality.org.au;

- If you are interested in working for Engender Equality but are unsure whether you meet the criteria
- If you are interested in this position and you would like to discuss part-time flexibility, job sharing and other options
- If you need any for further information regarding the position

Applications should include a cover letter, an up-to-date CV and a separate document giving details on your aptitude in relation to the skill and qualifications listed above.

Please forward your complete application to ceo@engenderequality.org.au end of the day, 16th August 2020.