



Engender
Equality

Family Violence Practitioner/Community Educator

About Engender Equality

Engender Equality (formerly SHE) is a state-wide not-for-profit organisation that supports people affected by family violence in Tasmania.

We work to end all family violence, intimate partner violence and gender-based violence.

We see gender inequality as both the cause and the context of family violence.

We believe that only by actively challenging gender-based oppression can we achieve positive and respectful relationships within healthy, inclusive structures and institutions. This outcome will ultimately benefit the whole Tasmanian community.

We acknowledge that family violence is complex and that it includes a broad range of behaviours that are sometimes not recognised as violence. We also know that people are affected by violence in different ways. Due to multiple forms of oppression we commit to an intersectional and lifespan understanding of the impacts of family violence.

A dynamic, evolving organisation, Engender Equality's philosophies, practice and resources are based around lived experience and grounded in research. Our progressive approach, combined with three decades of skills, knowledge and hands-on involvement gives us an edge in the fight for gender equality in Tasmania.

Our Vision, Values and Service Philosophy

Vision

Our communities living free from violence

Values

Ethical. We promote professional practices and service provision.

Inclusive. We are inclusive and embrace diversity.

Practice integrity. We challenge discriminatory behaviours and attitudes.

Expect safety. We ensure physical, psychological, and emotional safety.

Community focused. We facilitate community capacity.

Trust. We maintain trust by consistently applying our values, principles and service philosophy.

Service Philosophy

Engender Equality maintains that the best opportunity for supporting change and achieving goals is created when people we serve are positioned as experts in their experience and at the centre of the organisation.

Our service philosophy is built on the following positions:

- Family violence is a human rights violation.
- Family violence involves abuse of power and is predominantly directed towards women by men.
- Violence is unacceptable within interpersonal relationships.
- Women, gender diverse and non-binary people, and children have the right to safety wherever they live.
- Family violence and abuse is a reflection of the inequities between men and other genders in this society and does not occur as a result of poor impulse or anger control.
- Perpetrators of violence are responsible for their violence and should always be held accountable.
- It is the collective responsibility of society to prevent violence and to change systems that perpetuate violence.
- Legal sanctions are part of the response to family violence.

Role and Service Context

This role is being offered on a temporary basis for a term of up to 14 to provide parental-leave cover within our therapeutic team.

Position Description

Job Title:	Family Violence Practitioner/Community Educator
Location:	Engender Equality, Launceston, Tasmania
Classification/Salary:	SCHADS, Level 6
Employment Status:	37.5 hours/week (Negotiable)
Temporary:	Parental leave cover, term to be confirmed at time of engagement
Reports to:	Therapeutic Practice Leader

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 public.

This position is based across multiple sites and the practitioner must be able to adapt to a variety of office locations throughout the week.

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 six-month probationary period.

Employment is dependent on funding and offered subject to the rights of the employee taking parental leave to return to work under the National Employment Standards.

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 referrals 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 (with our community partners) 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 programs 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 practitioner 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 to advance the objectives of Engender Equality

Contribute to the development and enhancement of Engender Equality services	<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
Administrative	<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, to contribute to a more effective and supportive organisational culture.
- *Quality: The ability to engage in activities promoting continuous improvement in Community Health Services.*
- *WHS/ Risk Management* - Work performance complies with WHS/Risk Management obligations.
- *Service Performance* - Deliver services in a timely manner, meeting Engender Equality expectations, and consistent with sound administrative and operational procedures and practices and within allocated budgets where applicable.
- *Communication* - Disseminate information on-brand, using appropriate media/language to the right people at the right time.
- *Accountability* - Embrace the responsibility to deliver services within the relevant legislative and regulatory framework

Mandatory requirements

- A bachelor's degree in psychology, Social Work/Social Sciences, Counselling or equivalent.

- Demonstrated knowledge of feminist, trauma informed and intersectional frameworks for addressing family violence in Australia.
- Must satisfactorily comply with National Police Clearance and Working with Vulnerable People requirements (a criminal history does not automatically exclude candidates).
- Must hold Australian citizenship or be a permanent resident of Australia.
- Capacity to fulfil the basic physical and psychological requirements of the position as set out in Table A below.

Desirable requirements

- Post graduate training in family and domestic violence.
- Experience liaising with the Advice and Referral line, promoting client autonomy and relational transparency.
- 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 and a feminist, intersectional framework for understanding Family 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 delivery of trauma informed 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 as they overlap with a client-centered and trauma-informed practice and an understanding of the family violence service sector in Tasmania.
5. Demonstrated administrative and project management skills including the ability to organise and administer own work programs, excellent time management skills and sound report writing and case note skills.

6. Exemplary communication and interpersonal skills to contribute to a supportive workplace culture and work effectively as part of a multi-disciplinary team

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 24th July 2023.

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 disabilities 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.

TABLE A: The basic physical and psychological requirements of the Project Officer (Administration)	
Work Environment	
Manage demanding and changing workloads and competing priorities.	Daily
Work in a team environment.	Daily
Work in different geographic locations.	Occasional
Be exposed to all outdoor weather conditions.	Occasional
Work in unstructured environments (e.g. outreach).	Occasional
Work office hours with the possibility of extended hours.	Regular
Work after hours, as operationally required.	Occasional
Work in an open plan office.	Daily

Work in buildings which may be two-storey.	Daily
Sit at a computer or in meetings for extended periods.	Daily
Work in an environment with competing demands.	Daily
People Contact	
Liaise with government, non-government and community organisations.	Daily
Work with clients who may have a physical or sensory disability.	Regular
Interact with members of the public who may display the full range of emotional expressions and behaviours, including partners, significant others, family members, advocates, doctors, police.	Regular
Interact with clients and other people who could display challenging behaviour.	Regular
Facilitate access to specialist, generic and community services.	Daily
Undertake training and professional development activities.	Regular
Administrative Tasks	
Undertake administrative tasks which may include: computer work, filing, writing reports, participating in meetings, concentrating for long periods of time, managing resources and budget and researching and analysing information and data.	Daily
Use technology including photocopier, telephones including mobiles, fax, overhead projectors, televisions, videos, and electronic whiteboards.	Daily
Transport	
Drive vehicles possibly over long distances and in all traffic and weather conditions.	Occasional
Drive vehicles with possible distractions from client behaviour, verbal or physical.	Occasional