



Specialist LGBTIQ+ Family Violence Practitioner/Community Educator

About this position

This position is a collaboration between Engender Equality and Working It Out. The successful candidate will be employed by Engender Equality, but work in partnership with Working It Out to deliver services designed to meet the needs of LGBTIQ+ Tasmanians.

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 gender-based, family and intimate partner 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.

About Working It Out

Working It Out (WIO) is Tasmania's only dedicated support, advocacy and education service for Tasmania's lesbian, gay, bisexual, transgender, intersex and asexual (LGBTIQ+) population. We have been providing services in Tasmania for over 23 years. Our deep history and connection to communities means we are uniquely placed to engage with and support LGBTIQ+ Tasmanians.

Our vision is for of a just and inclusive society that celebrates people of diverse sexualities, sex and genders. We work from a strengths-based perspective affirming and celebrating the lives of all LGBTIQ+ people.

Engender Equality's Therapeutic Counselling Service

Our service philosophy is built on the following positions:

- Family violence is a human rights violation. Violence is unacceptable within a relationship.
- Women, gender diverse and non-binary people, and children have the right to safety within their relationships.

- Family violence and abuse reflects the inequities between men and other genders in this society.
- Perpetrators of violence are responsible for the violence.
- Legal sanctions are part of the response to family violence.

Engender Equality offers therapeutic counselling to people affected by family violence in Tasmania.

Therapeutic counselling services are:

- Free and confidential
- Short or long term
- Face-to-face, by phone and/or online
- For all people regardless of gender, age, sexual orientation, ability, marital or socioeconomic status, cultural, religious or ethnic background.

Our practitioners are:

- Qualified, specialised, and experienced
- Based in Hobart, Launceston and North West Tasmania
- Committed to protecting privacy and offering secure and confidential services.

Context

This position is the result of a commitment under the National Plan to End Violence Against Women and Children 2022-2032.

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

Position Description

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| Job Title: | Specialist LGBTIQ+ Family Violence Practitioner/Community Educator |
| Location: | Engender Equality, Flexible (Hobart or Launceston) |
| Classification/Salary: | SCHADS, Level 6 |
| Employment Status: | 37.5 hours/week, fixed term contract – 2 years and 9 months |
| Reports to: | Therapeutic Practice Leader |

This role involves the provision of support to LGBTIQ+ Tasmanians affected by family violence/abuse (with a focus on intimate partner violence) 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 in either Hobart or Launceston.

The Specialist LGBTIQ+ Family Violence Practitioner/Community Educator must share the values and philosophies of Engender Equality and Working It Out, work collaboratively across both organisations and fulfil the legal obligations associated with this role.

Review of Position

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

Purpose

The purpose of the position is to:

- Provide dedicated support to LGBTIQ+ people impacted by intimate partner violence
- 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 staff from Engender Equality and Working It Out

Role

Providing long-term therapeutic counselling and support to victim-survivors of family violence is the core work of Engender Equality. Our therapeutic counselling is highly specialised and requires an understanding of risk and safety as well as trauma and recovery from a family violence lens. The Specialist LGBTIQ+ Family Violence Practitioner/Community Educator will need to be able to provide therapeutic responses to LGBTIQ+ people impacted by intimate partner violence utilising a trauma informed, anti-oppression framework.

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| Service Provision to Clients | <ul style="list-style-type: none">• Provide effective and efficient high quality counselling services using an intersectional feminist framework and incorporating nuanced practices to |
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| | <p>accommodate the unique ways intimate partner violence may play out in LGBTIQ+ relationships</p> <ul style="list-style-type: none"> • 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. |
| Group Work | <ul style="list-style-type: none"> • Plan, facilitate and evaluate group programs to support LGBTIQ+ people whose lives are affected by intimate partner violence • Tailor programs to suit particular client groups |
| Teamwork and Communication | <ul style="list-style-type: none"> • Liaise with Working It Out in the provision of service, including providing some services at Working It Out premises • 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 |
| Professional Development | <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 in respect to LGBTIQ+ experiences within the staff team |
| Networking | <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 and Working It Out |
| 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 Social Work/Social Sciences, Counselling, Psychology or equivalent.
- Demonstrated knowledge of feminist, trauma informed and intersectional frameworks for addressing family violence in Australia.
- Demonstrated understanding of the lived experience of lesbian, gay, bisexual, transgender, intersex and asexual Tasmanians, including the specific issues relevant to their experiences of family violence and abuse.
- A satisfactory police check/WWVP Card.

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.
- Previous experience working with LGBTIQ+ people and communities.

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 COB 19th February 2024.

Engender Equality's commitment to diversity:

The expertise lived experience and cultural wisdom of Aboriginal and Torres Strait Islander, First Nations, LGBTIQ+, 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) | |
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| 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 |

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| 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 |