



Engender
Equality

Outreach Worker (North West Tasmania Group-Based Trial)

About Engender Equality

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

We work to end all family, domestic 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.

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

Tasmanians 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 seek to build trusted relationships.

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 very centre of the organisation.

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 homes.
- Family violence involves abuse of power and is predominantly directed towards women by men.
- Family violence and abuse is a reflection of 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 Therapeutic Services Overview

Engender Therapeutic Services (ETS) is a therapeutic family violence response program for victim/survivors of Intimate Partner Violence (IPV) in Tasmania. ETS provides a range of trauma-informed and evidence based therapeutic services to support recovery from IPV. ETS is delivered by Engender Equality, with therapeutic practitioners based in Hobart, Launceston, Devonport and Burnie. ETS also operates from outreach locations in each region.

Guided by our theoretical foundations of intersectional feminism, human rights and social justice, our practice principles that inform our service design and delivery and are upheld in practice are:

Trauma-informed

- We practice trust, transparency, choice and collaboration with victim-survivors across all aspects of ETS.
- We provide person-centred, non-pathologising and flexible service responses.

Reflective

- We are reflective in our practices, how we use and respond to power.

Accountable

- We are accountable to victim-survivors and uphold their rights to privacy and confidentiality.
- We uphold accountability for people who use violence, keeping them in view.

Child-aware

- We recognise infants, children, and young people as victim-survivors, and we prioritise their safety and wellbeing.

Culturally safe

- We are committed to providing a safe, respectful, and inclusive service to all victim-survivors of family violence.
- We welcome victim-survivors from all communities, including people who are LGBTIQ+.

Lived experience-informed

- We honour victim-survivors as experts.
- We engage victim-survivors in improving service provision in trauma-informed ways.

Empowering

- We support victim-survivors to reclaim their sense of self, tell their story in strengthening ways, repair parent/child relationships ruptured by family violence, and increase feelings of solidarity and connection with others.

Role and Service Context

North West Tasmania has high rates of family and sexual violence (FSV) and multiple barriers to victim-survivors accessing appropriate supports. While Engender has therapeutic counselling locations in Burnie, Devonport, and Ulverstone, some victim-survivors are unable to access these sites. In addition, there is a significant 'wait list' to access Engender's one-on-one therapeutic counselling services.

To help address these challenges, Engender is implementing a 12-month trial of an outreach and group work service model in North West Tasmania. The trial will include:

- Engender Equality training the Outreach Worker in the delivery of [Shark Cage](#) group-based program
- Engender Equality training the Outreach Worker in the Blue Knot *Three Phased Approach to working with trauma and the Single Session Thinking*
- Engender partnering with existing community and primary care organisations in the North West
- Delivering a place-based Shark Cage group program for victim-survivors of FV in at least four locations (at least three in North West Tasmania, with the option for one in Northern Tasmania)
- Building the capacity of local community partners to facilitate the delivery of group programs
- Facilitating the provision of other outreach services as identified during the delivery of the trial
- Participating in an evaluation of the trial, including collecting and analysing data and evidence.

Position Description

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| Job Title: | Outreach Worker (North West Tasmania Group-Based Trial) |
| Location: | Engender Equality (North West Tasmania) |
| Classification/Salary: | SCHADS, Level 6 |
| Employment Status: | Part-time 30 hours/week |
| Reports to: | Practice Manager |
| Specifications: | Maximum Term Contract – 12 months |

Role Purpose

Reporting to the Practice Manager, the **Outreach Worker (North West Tasmania Group-Based Trial)** will facilitate a trial of place-based and group-based approaches to addressing family and sexual violence (FSV) in North West Tasmania.

Role Responsibilities and Duties

In close consultation with the Practice Manager, the responsibilities and accountabilities of the **Outreach Worker (North West Tasmania Group-Based Trial)** are:

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| <p>Developing competency in delivery of a place-based, group-based program</p> | <ul style="list-style-type: none"> • Undertake training in the delivery of Shark Cage, group work approach • Undertake training in the Blue Knot <i>Three Phased Approach to working with trauma and the Single Session Thinking</i> • With initial supervision and support, develop the capacity to independently deliver the Engender Equality place-based, group-based program in North West Tasmania • In consultation with the Practice Manager, adapt and improve the place-based, group-based program, as required, to the needs of victim survivors in North West Tasmania. |
| <p>Partnering with existing community and primary care organisations</p> | <ul style="list-style-type: none"> • Supported by the Practice Manager and existing Family Violence Practitioners, develop a strong understanding of Engender’s existing relationships with community and primary care organisations in North West Tasmania • Identify opportunities for new relationships with community and primary care organisations in North West Tasmania • Introduce targeted community and primary care organisations in North West Tasmania to the Engender Equality place-based, group-based program |

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| | <ul style="list-style-type: none"> • Reach agreement with targeted community and primary care organisations on ways that Engender Equality can best deliver a place-based, group-based program in their communities and with their community members • Where possible, involve staff from community and primary care organisations in one or more of the place-based, group-based programs, with a view to developing their capacity to deliver similar approaches over the longer term. |
| <p>Establishing and delivering a place-based group work program for victim survivors of FSV in at least four locations</p> | <ul style="list-style-type: none"> • In consultation with the Practice Manager and local community partners, identify four locations (at least three in North West Tasmania, with the option of one in Northern Tasmania) to deliver the Engender Equality place-based, group-based program • Implement a variety of referral and promotional strategies to ensure victim-survivors can access the Engender Equality place-based, group-based program in each location • Deliver a group-based program in each of the four locations (requiring regular travel to and from each outreach location). |
| <p>Facilitating the provision of other outreach services</p> | <ul style="list-style-type: none"> • In delivering the place-based, group-based program in each location, identify the FV-related needs of victim-survivors and children • Where feasible, facilitate the provision of additional services to address the FV-related needs of victim-survivors and children, including services provided by Engender Equality and/or services provided by other organisations • Where relevant, build the capacity of victim-survivors in each location to self-advocate, including individually; as a local group; and/or by joining existing advocate groups. |
| <p>Participate in an evaluation of the trial, including collecting and analysing data and evidence</p> | <ul style="list-style-type: none"> • Supported by the Practice Manager, build a strong understanding of the 'Theory of Change' associated with the trial of a place-based, group-based program in North West Tasmania, including key outputs and outcomes • Collect data and information associated with the trial outputs and outcomes • Identify and contribute to the development of case studies that may be used in the evaluation of the trial • Provide self-reflection and interview-based content for the trial evaluation • Review and provide comment on the draft trial evaluation report. |

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| Other Responsibilities | <ul style="list-style-type: none"> This position description is not intended to be an exhaustive list of duties. The person selected for this role will be expected to perform other related tasks requested by the Practice Manager and/or CEO and as necessitated by the development of this role and the development of the organisation. |
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Selection Criteria

- 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.
- Experience and/or preparedness to undertake working with vulnerable and/or marginalised people in group-based approaches
- Commitment to working within the code of practice for specialist family violence services. DV Vic Code of Practice V1.1.indd (safeandequal.org.au)
- Experience and/or preparedness to undertake outreach work, including extensive independent travel by motor vehicle and working in diverse community settings
- Well-developed interpersonal and communication skills - including writing, consultation, negotiation, advocacy, and liaison – and the capacity to effectively communicate in diverse professional contexts.

Other Mandatory Requirements of this Role

- Must hold Australian citizenship or be a permanent resident of Australia
- Must satisfactorily comply with National Police Clearance and Working with Vulnerable People requirements
- Current drivers' licence
- Demonstrated knowledge of Tasmanian Government policies and legal requirements relating to Family and Domestic Violence (or the capacity to acquire)
- Capacity to fulfil the basic physical and psychological requirements of the position as set out in Table A below.

Key Competencies for all Engender Equality staff

Self-Assessment and 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.

How to Apply

For further information regarding this position, please contact:

Lucy Edmonds
Practice Manager
0439 680 048
lucy@engenderequality.org.au

Applications should include a cover letter, an up-to-date CV and a separate document addressing each item in the 'Selection Criteria' and 'Other Mandatory Requirements of this Role,' with reference to the 'Role Responsibilities and Accountabilities' as appropriate.

Please forward your complete application to lucy@engenderequality.org.au by **24th January 2025**.

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 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.

| TABLE A: The basic physical and psychological requirements | |
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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. | Regular |
| Be exposed to all outdoor weather conditions. | Regular |
| Work in unstructured environments (e.g. outreach). | Regular |
| Work office hours with the possibility of extended hours. | Regular |
| Work after hours, as operationally required. | Regular |
| Work in an open plan office. | Daily |
| Work in buildings which may be two-storey. | Regular |
| Sit at a computer or in meetings for extended periods. | Daily |
| Work in an environment with competing demands. | Daily |
| Present at court and other jurisdictions. | Occasional |
| 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, case notes/plans and client records, 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. | Regular |
| Drive vehicles with possible distractions from client behaviour, verbal or physical. | Occasional |