



Engender
Equality

PCFSV Support Specialist

Family, Domestic and Sexual Violence Pilot - Service Integrators Initiative

About Engender Equality

Engender Equality is a state-wide 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	Our communities living free from violence.
Mission	We apply deep expertise through: <ul style="list-style-type: none">• An individual approach with trauma-informed counselling and services.• A community approach with workplace training, psycho-education groups and public forums.• A systemic approach with education, research and advocacy.• A social approach – promoting policy awareness and improvement.
Values	<i>Ethical: We promote professional practices and service provision.</i> <i>Inclusive: We are inclusive and embrace diversity.</i> <i>Practice integrity: We challenge discriminatory behaviours and attitudes.</i> <i>Expect safety: We ensure physical, psychological, and emotional safety.</i> <i>Community focused: We facilitate community capacity.</i> <i>Trust: We maintain trust by consistently applying our values, principles and service philosophy.</i>

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.

PCFSV Support Specialist: Service Context

Engender Equality has been contracted by Primary Health Tasmania to deliver the 'Family, Domestic and Sexual Violence Pilot -Service Integrators Initiative' to June 2026, in partnership with the Sexual Assault Support Service (SASS) and North and North West Tasmania Sexual Assault Support Services (Laurel House).

This involves establishing a new service with a statewide team of PCFSV Support Specialists to:

1. Undertake capacity building activities with General Practices/AHSs about FDSV
2. Undertake capacity building activities with FDSV services about General Practices/AHSs
3. Apply the expertise of victim-survivors of FDSV in undertaking 1. And 2. above
4. Participate in research and evaluation of the PHT pilot.

The implementation of 1. to 4. above will be supported by:

- Specialist practice and clinical governance
- Data collection and reporting
- Engagement with PHT and its partners
- Administrative and logistics support for the PCFSV Support Specialist team
- A Governance Committee, comprised of the CEOs of SASS, Laurel House and Engender Equality.

Commitment to partnership

The three specialist FSV services delivering this service are committed to applying non-hierarchical, feminist approaches to working together. This means that Engender, Laurel House and SASS will foster and maintain a relationship of supportive equals. It is expected that the Manager – and the entire PCFSV Support Specialist team – work in the same way, across all team members employed by each partner organisation.

Key Service Instruments

The PCFSV Support Specialist Pilot will be implemented in accordance with the following key instruments:

- **Funding agreement** between PHT and Engender Equality titled "Family, Domestic and Sexual Violence Pilot - Service Integrators Initiative Contract no. CN1849"
- **Sub-Contracts** between Engender Equality and SASS; and Engender Equality and Laurel House
- **PCFSV Support Specialist Operational Plan** approved and monitored by the Governance Committee, including relevant **PCFSV Support Specialist Performance Indicators**
- **Manager Position Description** approved by Governance Committee
- **Operational Coordinator Position Description** approved by Governance Committee
- **PCFSV Support Specialist Position Description** approved by Governance Committee (*this document*)

Position Description

- Job Title:** PCFSV Support Specialist
- Location:** Engender Equality, Hobart
- Classification/Salary:** SCHADS, Level 6
- Employment Status:** Part-time 22.5 hours/week
- Reports to:** Manager, PCFSV Support
- Specifications:** Fixed Term Contract to 30 June 2026 (may be extended subject to continuation of funding for the PCFSV Support Specialist Pilot).

Role Purpose

Reporting to the Manager, the PCFSV Support Specialist is responsible for developing relationships with a defined number of General Practices and Aboriginal Health Services to:

- Provide a phone and web-based FDSV Referral Support Service
- Provide capacity building activities with General Practices/AHSs about FDSV
- Provide capacity building activities with FDSV services about General Practices/AHSs
- Collect, collate and report PCFSV Support Specialist data to inform the PHT Pilot
- Other duties that enable the safe and effective delivery of the PCFSV Support Specialist Initiative.

Role Responsibilities and Accountabilities

As directed by the Manager, the responsibilities and accountabilities of the PCFSV Support Specialist are:

Develop professional relationships with General Practices and Aboriginal Health Services

- Develop a strong understanding of the strengths and challenges facing Tasmanian GPs and AHSs in the context of domestic, family and sexual violence (FDSV), including child sexual abuse
- Establish relationships of trust and mutual respect with GPs and AHSs
- Be a source of accessible expertise and practice wisdom about FDSV for GPs and AHSs
- Contribute to GPs and AHSs being able to improve their capacity to recognise and response to FDSV

Apply an intersectional feminist framework

- Challenge gender and power issues underlying FDSV on both personal and social levels
- Ensure a focus on the accountability of perpetrators
- Consider and apply intersectional approaches to FDSV experienced by people experiencing multiple forms of oppression, discrimination, vulnerability and disadvantage
- Address FDSV by applying feminist frameworks and underpinning theories.

Apply Best Practice

- Implement the PCFSV Support Specialist resources, tools and methods
- Apply the Code of Practice for specialist family violence services
- Comply with the clinical governance requirements of PCFSV Support Specialist initiative
- Maintain quality standards and external compliance requirements relating to the PCFSV Support Specialist role
- In consultation with the Manager, develop and implement a professional development plan to continuously improve.

Delivery of the PCFSV Support Specialist role

- Ensure a caseload of General Practices and Aboriginal Health Services in Tasmania receive quality and timely PCFSV Support Specialist services
- Deliver a phone and web-based FDSV Referral Support Service for allocated General Practices and Aboriginal Health Services (and other GPs and AHSs when required)
- Deliver a program of capacity building activities with General Practices/AHSs about FDSV
- Deliver a program of capacity building activities with FDSV services about General Practices/AHSs
- Apply the expertise of victim-survivors of FDSV in the PCFSV Support Specialist role
- Collect, collate and report PCFSV Support Specialist data to inform the PHT Pilot.
- Meet or exceed external and/or internal performance targets for the PCFSV Support Specialist role

Operate with limited supervision

- Organise and deliver own work program of PCFSV Support Specialist functions
- Use initiative to facilitate cooperation with other services to successfully support FDSV referrals from GPs and AHSs
- Travel extensively to meet General Practices and Aboriginal Health Services face-to-face
- Use desktop and mobile devices to record data that ensures consistent and high-quality reporting on project outcomes.

Other Responsibilities

- 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 Manager and/or the CEO as necessitated by the development of this role and the development of the organisation.

Selection Criteria

- Relevant tertiary qualification and/or experience in the specialist domestic, family and sexual violence sector, including lived expertise

- Demonstrated interpersonal and communication skills and the capacity to effectively communicate in diverse professional contexts.
- Knowledge of service frameworks relating to family and sexual violence, and child sexual abuse in Tasmania.
- Experience and/or preparedness to undertake field work in General Practices and Aboriginal Health Services, including extensive independent travel by motor vehicle
- Demonstrated commitment to applying a feminist, intersectional framework for understanding family and sexual violence and its impacts on women, gender diverse and non-binary people, children and family relationships

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, domestic and sexual 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:

Alina Thomas

0438 788 291

ceo@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 ceo@engenderequality.org.au by COB 17 August 2025.

Engender Equality's commitment to intersectionality

The expertise, lived experience and cultural wisdom of Aboriginal and Torres Strait Islander, First Nations, LGBTQI+ 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 of the PCFSV Support Specialist

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.	Occasional
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