



Engender  
Equality

## Aboriginal Support Specialist

### *Primary Care Family and Sexual Violence (PCFSV) Pilot*

#### **Aboriginal Support Specialist: Service Context**

Engender Equality is contracted by Primary Health Tasmania to deliver the ‘Family, Domestic and Sexual Violence Pilot - Service Integrators Initiative’ to June 2027, in partnership with Laurel House - North and North West Tasmania Sexual Assault Support Service. This pilot will improve the capacity of General Practices and Aboriginal Health Services to recognise and respond to family violence, sexual violence and child sexual abuse. The pilot involves establishing a service with a statewide team of Primary Care Family and Sexual Violence (PCFSV) Support Specialists.

Working with the Tasmanian Aboriginal Centre, the Aboriginal Support Specialist will:

1. Undertake capacity building activities with Aboriginal Health Services about family and sexual violence, including child sex abuse
2. Undertake capacity building activities with family and sexual violence services about Aboriginal Health Services
3. Apply the expertise of victim-survivors of family and sexual violence in undertaking 1. and 2. above

*The implementation of 1. to 3. above is 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 Laurel House and Engender Equality.

#### **Commitment to partnership**

The two specialist family and sexual violence services delivering this service are committed to applying non-hierarchical, feminist approaches to working together. This means that Engender Equality and Laurel House foster and maintain a relationship of supportive equals. The PCFSV Support Specialist team works in the same way, across all team members employed by each partner organisation.

## Position Description

<b>Job Title:</b>	Aboriginal Support Specialist
	This is an identified position for Aboriginal and Torres Strait Islander people only.
	Applicants must be of Aboriginal or Torres Strait Islander descent.
<b>Location:</b>	Engender Equality, Hobart
<b>Classification/Salary:</b>	SCHADS, Level 6
<b>Employment Status:</b>	37.5 hours/week
<b>Reports to:</b>	Manager, PCFSV Support
<b>Specifications:</b>	Fixed Term Contract to 30 June 2027

### Role Purpose

Reporting to the Manager, the Aboriginal Support Specialist is responsible for developing relationships with Aboriginal Health Services to:

- Provide capacity building activities with Aboriginal Health Services about family and sexual violence including child sex abuse
- Provide capacity building activities with family and sexual violence services about Aboriginal Health Services
- Collect, collate and report PCFSV Support Specialist data
- 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 Aboriginal Health Services

- Develop a strong understanding of the strengths and challenges facing Tasmanian Aboriginal Health Services in the context of family and sexual violence including child sexual abuse
- Establish relationships of trust and mutual respect with Aboriginal Health Services
- Be a source of accessible expertise and practice wisdom about family and sexual violence for Aboriginal Health Services
- Contribute to Aboriginal Health Services being able to improve their capacity to recognise and respond to family and sexual violence.

#### Apply an intersectional feminist framework

- Challenge gender and power issues underlying family and sexual violence on both personal and social levels
- Ensure a focus on the accountability of perpetrators

- Consider and apply intersectional approaches to family and sexual violence experienced by people experiencing multiple forms of oppression, discrimination, vulnerability and disadvantage
- Address family and sexual violence by applying feminist frameworks and underpinning theories.

### **Apply Specialist 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 the 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 Aboriginal Support Specialist role**

- Ensure Aboriginal Health Services in Tasmania receive quality and timely Support Specialist services
- Deliver a program of capacity building activities with Aboriginal Health Services about family and sexual violence
- Deliver a program of capacity building activities with family and sexual violence services about Aboriginal Health Services
- Apply the expertise of victim-survivors of family and sexual violence in the Support Specialist role
- Collect, collate and report Support Specialist data
- 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 family and sexual violence referrals to and from Aboriginal Health Services
- Travel to meet 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 with 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 driver's 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:*** 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 clear, consistent and 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](mailto: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 email your complete application to [ceo@engenderequality.org.au](mailto:ceo@engenderequality.org.au) by 2 February 2026.

## **Engender Equality's commitment to intersectionality**

The expertise, lived experience and cultural wisdom of Aboriginal and Torres Strait Islander, First Nations, LGBTQIA+, migrant, culturally diverse women and women with disability are valued by Engender Equality. 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**

<b>Work Environment</b>	
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
<b>People Contact</b>	
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
<b>Administrative Tasks</b>	
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
<b>Transport</b>	
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