



Engender  
Equality

## Family Violence Practitioner/Community Educator

### 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 evidenced 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.

## Position Description

|                               |   |
|-------------------------------|---|
| <b>Job Title:</b>             | <b>Family Violence Practitioner/Community Educator</b>          |
| <b>Location:</b>              | Engender Equality, NW Tasmania (Burnie, with occasional travel) |
| <b>Classification/Salary:</b> | SCHADS, Level 6   |
| <b>Employment Status:</b>     | 37.5 hours/week (Negotiable)                                    |
| <b>Reports to:</b>            | Practice Manager  |

### Purpose

The purpose of the position is to deliver Engender's Therapeutic Services to people in Tasmania who have experienced/are experiencing intimate partner violence and promote an effective systemic response to family violence through community advocacy, consultation and education.

### Overview

The Family Violence Practitioner/Community Educator works within Engender's Therapeutic Services team in line with Engender's Clinical Governance Guidelines.

This role involves the provision of support to people affected by intimate partner violence/abuse through therapeutic counselling, referral information, risk assessment and safety planning, advocacy, and facilitation of therapeutic group programs. The role also involves community liaison, secondary consultation, and education to service providers from government and other non-government services, other professionals, students, and the public.

This position may include the provision of outreach services to other 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.

The position will be reviewed after a six-month probationary period.

## Responsibilities and Duties

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|------------------------------|---|
| Service Provision to Clients | <p>Grounded in the ETS Practice Framework, Engender’s trauma-informed counselling to victim-survivors of IPV requires practitioners to work across the following domains:</p> <ul style="list-style-type: none"> <li>• Assessment of IPV risk and interventions to support safety</li> <li>• Psychosocial education about IPV and understanding the dynamics of violence and abuse</li> <li>• Understanding the impacts of IPV on children and young people</li> <li>• Psychosocial education about trauma and working with traumatic impacts of IPV</li> <li>• Connecting to additional relevant services, programs and support networks</li> <li>• Emotional regulation and health</li> <li>• Self-compassion, self-worth and empowerment</li> <li>• Healthy and respectful relationships, understanding rights in a relationship.</li> </ul> <p>Engender supports practitioners to use modalities and interventions that align with the ETS Practice Framework and are evidence-based.</p> <p>Engender’s individual counselling services are delivered through both Brief Intervention and Medium-Long Term programs. Practitioners are required to work within both these programs.</p> <p>Additionally, Family Violence Practitioners are expected to provide written and verbal advocacy support to clients such as attendance and support letters, court reports, Victim of Crime counselling reports and Flexible Support Packages.</p> |
| Group Work                   | <ul style="list-style-type: none"> <li>• Plan, facilitate and evaluate therapeutic group programs for victim-survivors of IPV.</li> <li>• Tailor programs to meet needs of participant groups and community partners.</li> </ul>  |
| Outreach                     | <ul style="list-style-type: none"> <li>• When required, provide the therapeutic services (individual and group) through an outreach model to clients in rural and regional locations in collaboration with Engender’s community partners.</li> </ul>  |
| Teamwork and Communication   | <ul style="list-style-type: none"> <li>• Contribute to positive team culture and skill sharing within the staff team via established communication channels and meetings.</li> <li>• Participate in the induction of new staff, students and volunteers.</li> <li>• Engage in peer support with co-workers and students as required.</li> <li>• Share relevant information from professional development sessions with colleagues.</li> </ul>   |
| Professional Development     | <ul style="list-style-type: none"> <li>• Regularly attend internal and external supervision.</li> <li>• Participate in ongoing professional development, including mandatory and</li> </ul>   |

|   |  |
|---|--|
|   | self-guided PD.  |
| Networking  | <ul style="list-style-type: none"> <li>• Contribute to community development and education initiatives as required.</li> <li>• Build relationships with relevant stakeholders to advance the objectives of Engender Equality.</li> </ul>   |
| Contribute to the continuous improvement of Engender's Therapeutic Services | <ul style="list-style-type: none"> <li>• Contribute to the continuous improvement of internal activities such as evaluation processes, strategic planning and policy development.</li> <li>• Develop, administer and evaluate projects and training as required.</li> <li>• Participate in government and community consultation and training as requested.</li> <li>• Contribute to Engender Equality projects and activities as required.</li> </ul> |
| Administrative  | <ul style="list-style-type: none"> <li>• Maintain risk management documentation as per organisational policy and procedures.</li> <li>• Manage client case notes and profiles according to therapeutic industry standards.</li> <li>• Contribute to the day-to-day running of the organisation.</li> <li>• Any other appropriate duties as requested.</li> </ul>   |

### **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

CEO

0438 788 291

[ceo@engenderequality.org.au](mailto: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](mailto:ceo@engenderequality.org.au) by 2<sup>nd</sup> June 2026.**

### **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.

| <b>TABLE A: The basic physical and psychological requirements of the position</b>  |            |
|--|------------|
| <b>Work Environment</b>  |            |
| 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      |
| <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, 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, televisions, videos, and electronic whiteboards.   | Daily      |
| <b>Transport</b>   |            |
| 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 |