



Engender
Equality

Family Violence Practitioner (Brief Intervention)

About Engender Equality

Engender Equality (formerly SHE) 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.

A dynamic, evolving organisation, Engender Equality's philosophies, practice and resources are based around lived experience and grounded in research. We are a progressive, specialist organisation that is built on the work of women.

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

Engender Equality offers therapeutic counselling to people affected by family or domestic violence in Tasmania. This role is being offered on a temporary basis for a term of up to 12 months to align to funding requirements.

Position Description

Job Title:	Family Violence Practitioner (Brief Intervention)
Location:	Engender Equality, Hobart
Classification/Salary:	SCHADS, Level 6
Employment Status:	Part Time 0.8 or 0.9 FTE, 33.75 hours/week (Negotiable)
Temporary:	12 months (Fixed Term)
Reports to:	Practice Manager

The Brief Intervention Counselling Program aims to provide responsive, short-term counselling services to eligible clients. The focus is on early intervention, trauma-informed practice utilising *Single Session Thinking* as a practice approach. The Program operates both face-to-face and via telehealth statewide.

The Family Violence Practitioner (Brief Intervention) 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.

Review of Position

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

Purpose

The purpose of the Family Violence Practitioner (Brief Intervention) position is to provide responsive short-term counselling services to eligible clients. The key objectives are as follows:

1. Offer a first appointment within a short-term period to individuals seeking counselling.
2. Provide 1-6 brief intervention counselling sessions to individuals seeking counselling.
3. Provide active wait list management strategies to people waiting for counselling.
4. Utilise the *Single Session Thinking* approach to maximise the impact of each counselling session.
5. Deliver interventions within the existing counselling parameters, including family violence risk assessment, safety planning, psychoeducation, and appropriate referrals.

Responsibilities and Duties

Service Provision to Clients	<ul style="list-style-type: none">• Offer interventions within the scope of existing counselling parameters, including:<ul style="list-style-type: none">○ Family violence (FV) risk assessment and safety planning.○ Psychoeducation about family violence.○ Identifying impacts of FV.○ Referring clients to appropriate services.• Provide effective and efficient high quality counselling services using a feminist framework as well as utilising treatment modalities such as trauma informed care and practice.• Provide outreach support to clients (with our community partners) if applicable.• Manage client case notes and profiles according to therapeutic industry standards.
------------------------------	---

	<ul style="list-style-type: none"> • Perform all duties as outlined in the Engender Equality Intake Procedure Manual to provide a streamlined and supportive first response to those connecting with Engender’s Therapeutic Services.
Group Work	<ul style="list-style-type: none"> • Plan, facilitate and evaluate group programs to support people whose lives are affected by family violence. • Tailor programs to suit particular client groups.
Teamwork and Communication	<ul style="list-style-type: none"> • 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 ongoing professional development. • Share knowledge/skills regarding current best practice in the field of family and domestic violence 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.
Contribute to the development and enhancement of Engender Equality services	<ul style="list-style-type: none"> • Contribute to the development, administration and evaluation the pilot. • Contribute to continuous improvement of internal activities such as service evaluation processes, strategic planning and policy development. • 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 Psychology, Social Work, 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 Strong Families Safe Kids Advice and Referral line, promoting client autonomy and relational transparency.
- Extensive experience of providing therapeutic counselling to 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. Proficiency in conducting family violence risk assessments and safety planning, as well as competence in psychoeducational approaches related to family violence. Additionally, a strong understanding of trauma-informed care is essential for effective client support within the scope of the pilot program.
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,

Claire Johnston (Acting Practice Manager)

claire@engenderequality.org.au

0491 092 903

Applications must include an up-to-date CV and a separate document responding to the Skills and Experience (Selection Criteria) listed above.

Applicants must state if and how they have used artificial intelligence (AI) in completing their application.

Please forward your complete application to claire@engenderequality.org.au

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 position	
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
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