

## Information for Applicants

Position: **Men's Domestic & Family Violence Intervention worker**

AWARD: Social, Community, Home Care and Disability Services Industry Award 2010

Classification: Social and Community Services Employee; Level 4

To submit an **Expression of Interest** in this position, please provide:

- a cover letter, addressing all of the "selection criteria" outlined at the end of the attached Position Description;
- an up-to-date resume;
- contact details for two recent employment referees, one from a current or previous supervisor;
- your NSW Working With Children Check number and date of birth (for verification purposes);
- a recent Criminal Record Check if available.

Email your Application to [employment@warrina.org.au](mailto:employment@warrina.org.au) with the subject heading 'Men's DFV Intervention Worker EOI'.



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## Position Description

<b>Position:</b>	Safer Futures Men's Domestic and Family Violence Intervention Worker
<b>Reports to:</b>	Safer Futures Coordinator
<b>Award:</b>	Social, Community, Home Care and Disability Services Industry Award 2010
<b>Classification:</b>	Social and Community Services Employee; Level 4
<b>Hours of Work:</b>	As per the Contract of Employment

### Position Context:

Warrina Domestic & Family Violence Specialist Services Co-operative Ltd (Warrina) is a not-for-profit organisation providing a range of support services that aim to reduce the incidence and impacts of domestic and family violence on women and children.

Safer Futures is a DCJ accredited Men's Behaviour Change Program that works with men who have used violence in their past or present relationships to reduce re-offending and address their use of violence. Safer Futures is a 20-week program which includes individual and group sessions. The program is supported by the Women and Children's Advocate who provides a voice to the stories and experiences of family members impacted by a man's choice to use violence against them.

Warrina also manages the *Coffs Harbour, Bellingen and Nambucca Homelessness Support Service for Women* - a Specialist Homelessness Service incorporating the Women and Children's Refuge and outreach services; the *North Coast Women's Domestic Violence Court Advocacy Service*, covering Bellingen, Coffs Harbour, Maclean and Grafton Local Courts, and including the Local Co-ordination Point for the Coffs-Clarence Local Area Command; and the *Staying Home Leaving Violence* program in Coffs Harbour.

### Purpose and Function:

Safer Futures is a targeted program for men who have used domestic or family violence in their present or past relationships and want to explore this, take responsibility, and change their behaviours. The program will support these men to seek ways to change their behaviour and keep women and children safe in the process.

The aim of the Safer Futures program is to provide confidential, culturally and individually sensitive support services that:

- Hold perpetrators accountable;
- Reduce re-offending by program participants;
- Provide pathways for women and children impacted by violence to access the support they need and to have their voice and experiences heard.

The Men's Intervention Worker is responsible for providing services to men in the Coffs Harbour LGA who are engaged in this program.

All staff are required to work collaboratively and within a feminist framework. This position requires an understanding of the gendered nature of domestic and family violence and the impact of exposure to domestic and family violence on children.

### **Core Responsibilities:**

- Facilitate and support the development of the Men's Behaviour Change Program
- Undertake Intake and Assessments to explore readiness and motivations for change
- Undertake individual sessions with group participants to consolidate learnings from group to their own individual circumstances
- Assist to develop and maintain links with relevant service providers and the community;
- Assist with the administrative requirements of the service.
- Practice in a manner that upholds the principles of the NSW RSSF and the NSW MBCP Practice Standards.

### Service Delivery

- Facilitate a service model that supports men who use violence by responding and intervening in perpetrator behaviour and guiding change;
- Assess referrals and complete client intake assessments in a timely fashion.
- Ensure risk assessments are performed for each client as required;
- Work with clients within a trauma-informed framework;
- Implement safety planning and strategies;
- Ensure any child protection concerns or disclosures are reported as soon as possible to the child protection helpline.
- Encourage creative problem-solving and conflict resolution;
- Refer clients to relevant and appropriate services, including financial, health, housing, legal, and children's services.
- Identify and address collusive behaviours in both individual as well as group work.
- Work co-operatively and collaboratively with other service providers to improve outcomes for clients, and advocate on behalf of clients as appropriate;
- Work collaboratively with relevant stakeholders, including statutory bodies where court or other enforcement orders are in place for a client to maximise accountability and compliance.
- Identify client groups who currently experience barriers accessing services and identify strategies to increase engagement opportunities.
- Develop and maintain referral pathways and protocols.

### Community Engagement

- Facilitate and maintain links with key government and non-government organisations and networks relevant to maximising outcomes for clients;
- Initiate and participate in service co-ordination activities with other agencies to maximise the service options and outcomes for clients;
- Collaborate with sector stakeholders to create positive change for women and children;
- Represent the service at relevant meetings, forums and seminars as requested by the Operations Manager.
- Promote the importance of the existence of Men's Behaviour Change as part of an integrated service response to reducing DFV within the community.

#### Office Management and Administration

- Utilise all data and record keeping systems effectively and accurately;
- Approve expenditure according to organisational policy. Submit accounts to the Financial Administrator in a timely fashion;
- Conduct routine risk assessments. Regularly and frequently review the work environment, identify and address any apparent safety issues.

#### General Responsibilities:

- Maintain an understanding of relevant legislation, funding guidelines and policies, including those relating to domestic and family violence, child protection, and privacy. Maintain familiarity with current policies, guidelines, research, and other resources, as they relate to the service;
- Comply with organisational policies and procedures;
- Prioritise workload and meet deadlines;
- Monitor and actively manage work and personal stress, to promote personal well-being in the workplace;
- Proactively engage in supervision and performance appraisals;
- Participate in staff meetings and staff development activities;
- Communicate effectively with other staff, clients, management, other service providers and the community;
- Produce reports and documents as directed;
- Other duties consistent with the position, as required by the Program Coordinator.

#### **Key Accountabilities:**

- Demonstrate skills in Men's Behaviour Change Practice in line with the NSW MBC Practice Standards.
- Demonstrate self-direction and initiative;
- Model professional boundaries and ethical standards in interactions with clients, staff and service providers;
- Model Anti-Collusion behaviours in line with organisation policy
- Engage with men from diverse backgrounds and their communities.

#### **Organisational Relationships:**

- Board of Directors of Warrina;
- CEO of Warrina;
- Operations Manager;
- Safer Futures Coordinator;
- Women and Children's Advocate
- Safer Future Co-facilitators
- Other staff of the organisation.

**Other Relationships:**

- Clients of Safer Futures
- Other service providers;
- Men's Behaviour Change Network;
- Funding body.

**Physical Demands and Work Environment:**

- Due to the nature of the service, there is an inherent risk of violence in the work environment. Organisational policies and procedures are in place to manage the risk to workers and clients.
- The position requires travel between the office and other locations on a frequent basis as a normal part of duties.

**Conditions of Employment:**

The conditions of employment are those that apply under the Social, Community, Home Care and Disability Services Award 2010, the National Employment Standards, and the Contract of Employment.

**Selection Criteria:**

Essential Criteria

- Prior completion of, or willingness and capacity to complete a Graduate Certificate in Facilitating Men's Behaviour Change or equivalent qualification;
- Thorough working knowledge and understanding of the issues impacting on women and children experiencing domestic and family violence;
- Demonstrated skills in crisis counselling, early intervention and prevention, case management and advocacy;
- Demonstrated ability to model professional boundaries and interactions with clients, staff and service providers;
- Demonstrated ability to engage with men from diverse backgrounds and their communities;
- Understanding of child protection legislation and experience in mandatory reporting;
- Working knowledge of the community sector and referring agencies;
- Understanding of compliance requirements with funding agreements and legislation;
- Ability to deliver services in accordance with organisational policies and procedures;
- Knowledge and understanding of privacy and confidentiality issues;
- Excellent written and oral communication skills;
- Good understanding of computers and information technology;
- Tertiary qualifications in community welfare/social science or other relevant field; OR Minimum of two years' experience working in a relevant field
- Current Working with Children Check and ability to pass Criminal Record Check;
- Current NSW driver's licence.

Desirable Criteria

- Graduate Certificate in Men's Behaviour Change or an equivalent accredited program.
- MB702 and/or MB706 Skills working in Male Family Violence
- Previous experience or knowledge of delivering Men's Behaviour Change programs, or other group based interventions