



## Applicant Information

Please read the following information carefully prior to making an application for the position of:

### Women's Advocate

(WA/S/4/19)

Applicants **must** address all the key selection criteria (KSC) providing examples of their work experience and capacity to meet the KSC.

Applicants must also provide their resume, proof of educational qualifications and/or experience and 2 professional referees with the application to be considered for interview. Incomplete applications will not be processed.

Applications must be made electronically and in writing and be received by **11 pm** on **21 April 2019**. Applications should be emailed to: [info@domesticviolence.com.au](mailto:info@domesticviolence.com.au)

Emails should mark the application with the following:  
WA/S/4/19

**Applications that do not address the selection criteria or are received after the closing date will not be considered for interview.**

If you have any questions about the position, please direct them to [info@domesticviolence.com.au](mailto:info@domesticviolence.com.au) .

We will endeavour to respond within 24 hours during the working week.

# Women's Advocate

## Women, Children and Young Person's Program

The Domestic Violence Prevention Centre GC Inc. (DVPC) is currently seeking applications from individuals who are suitably qualified and/or experienced in the provision of support responses to women affected by domestic and family violence and are committed to working to build a positive culture and strong team within the Organisation.

DVPC is a specialist Domestic and Family Violence (DFV) service based on the Gold Coast and Beenleigh. It provides domestic and family violence responses to women, children and young people and delivers the Men's DV Education and Intervention program in partnership with Queensland Corrective Services. DVPC currently has four sites of service delivery; and offers services from Beenleigh to the border of New South Wales.

We offer employees:

- A dynamic workplace that values innovation and quality practice
- A commitment to staff wellbeing and professional development through Employee Assistance Programs, Supervision and Training & Development
- 5 weeks annual leave
- Salary sacrificing options

**Salary and Conditions:** SCHADS Award SACS level 5. The Pay point determined by successful applicant's experience and qualifications.

Applications must be made in writing and received by 11 pm on Sunday 21<sup>st</sup> April 2019. **Late applications will not be considered for interview.**

The Application Pack, including Position Description with the key selection criteria and instructions on how to apply, is available on our website [www.domesticviolence.com.au](http://www.domesticviolence.com.au) - see menu under **About Us/Working with Us/Current Vacancies.**

**Applicants must address the key selection criteria, provide a CV, proof of educational qualifications and/or experience and 2 professional referees to be considered for interview.**



## **WOMEN'S ADVOCATE – WOMEN, CHILDREN AND YOUNG PERSONS PROGRAM**

- PROGRAM:** Women's Counselling (T320)
- LOCATIONS:** The main office is located at Southport with potential to outreach to locations within the catchment area
- REPORTING:** This Position has a direct report to the Women and Children's Services Coordinator
- FUNDING:** The funding for this position is provided by the Department of Child Safety, Youth and Women
- DAYS/ HOURS OF WORK:** Part time - 4 days a week (0.8)  
8.45 AM - 4.45 PM (29 hours – days to be negotiated)
- AWARD/ CLASSIFICATION** Level 5 SCHADS Award (Qld) Social and Community Services Employee. The Pay point will be dependent on the successful applicant's skills and experience. This will be negotiated with the successful applicant prior to the issuing of the employment contract.
- ANNUAL LEAVE:** 5 weeks pro-rata per annum

**Please note:**

- **Under section 25 of the Anti-Discrimination Act 1991, there is a genuine occupational requirement for the incumbent to be female.**
- **Permanent appointment in this role is conditional on satisfactorily completion of a six-month probationary period.**
- **Employees can access salary sacrificing and entertainment allowance benefits as part of their employment conditions. Participation is voluntary.**

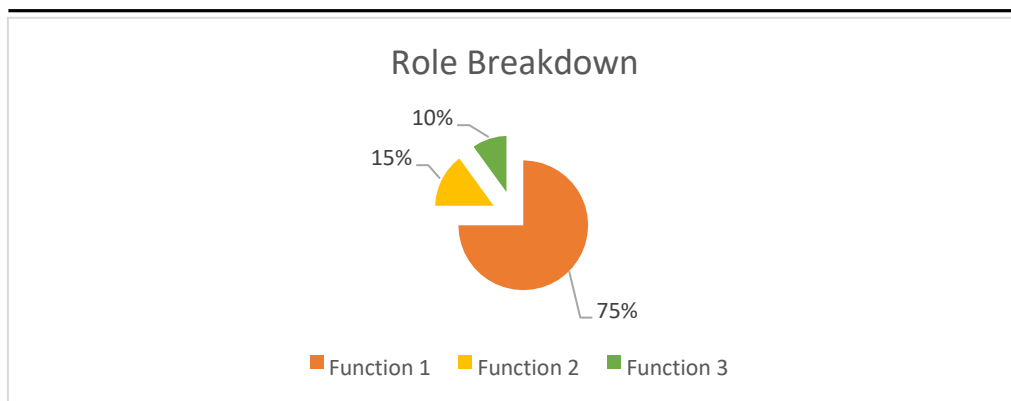
**THE ORGANISATION:** The Domestic Violence Prevention Centre GC Inc. (DVPC) is a specialist domestic violence service based on the Gold Coast and Beenleigh. It has been operating since 1992. It offers support to women, young people and children who have experienced domestic and family violence and delivers mandated behaviour change programs to male perpetrators of violence. DVPC utilises a feminist framework and evidence-based practice to inform and direct its service responses. DVPC

convenes the Gold Coast Domestic Violence Integrated Response (GCDVIR), which brings together systems agencies and relevant organisations to improve responses to high risk women and children to enhance their safety and wellbeing, and to actively work towards improving collaboration between all agencies on the Gold Coast who are responding to domestic violence.

**PURPOSE OF THE ROLE:** The role will provide support to women who have experienced domestic and family violence. The role will undertake an assessment of risk and safety and provide appropriate service responses including crisis responses, information, advocacy, telephone counselling, face to face counselling and referral to external services and agencies to meet identified needs.

Support will be delivered in accordance with the Service Agreement, the DFV Investment Specifications relating to Domestic Violence Counselling (T320) and the internal processes, practices, policies and procedures of DVPC.

### KEY ELEMENTS OF THE POSITION



### **Function 1 – BE A RESOURCE AND AN ADVOCATE FOR WOMEN WHO HAVE EXPERIENCED DOMESTIC AND FAMILY VIOLENCE:**

- Provide appropriate, respectful and timely responses to women who have completed the intake process to address identified need and risk and safety concerns while promoting self-determination and resilience.
- Undertake regular risk and safety assessment with women who have contacted the program to determine appropriate response pathways.
- Provide crisis support to women experiencing domestic violence including support to access safe accommodation or referral to alternative support services.
- Provide specialist counselling to women and who have experienced or are experiencing domestic and family violence.
- Provide specialist group work services to women who have experienced domestic violence in collaboration with other workers or external co-facilitators.

- Provide information and active referrals for women about supports available within the broader community and service system.
- Provide advocacy for and with women to achieve positive outcomes for them with other service providers and systems stakeholders.
- Develop a clear and comprehensive working understanding of the current Domestic & Family Violence Protection Act and its implementation.
- Develop a good working knowledge of other agencies which provide services to those affected by domestic violence.

### **Function 2 - SUPPORT THE DEVELOPMENT AND ONGOING SUSTAINABILITY OF THE ORGANISATION**

- Maintain clear, concise, accurate client case notes and records using the Organisation's data collection tools.
- Collect performance data and prepare monthly reports.
- Contribute to data collection and evaluation processes to build an evidence base for the work of the Organisation.
- Represent the Organisation at relevant community activities and events.
- Participate in the development of activities for Domestic and Family Violence Prevention Month, IWD and the 16 Days of Activism and other activities in the community and related events.

### **Function 3 - CONTRIBUTE TO A STRONG TEAM AND ORGANISATIONAL CULTURE**

- Contribute to the development of a professional and supportive working environment for all staff.
- Act in accordance with Organisational policies and legislative requirements.
- Participate in team meetings.
- Participate in training and professional and skills development activities.
- Participate in the ongoing development of policy, processes and other organisational development activities.
- Provide and receive peer support as a part of the staff team.

### **SUPERVISION**

The position is required to participate in the Staff Supervision and Professional Development Program which includes internal line supervision and on occasion external individual supervision and externally facilitated group supervision.

## **KEY SELECTION CRITERIA**

- KSC 1 Demonstrated experience working with women who have experienced complex domestic and family violence and the skills to assess risk and safety and provide appropriate support including the provision of brief solution focussed crisis interventions including safety planning, therapeutic counselling, case management.
- KSC 2 Demonstrated knowledge of contemporary DFV response and counselling frameworks, trauma informed practice, risk assessment and safety frameworks relevant to and appropriate for women who have experienced domestic and family violence.
- KSC 3 Demonstrated knowledge of the complex issues affecting women, children and young people who have experienced domestic and family violence and an understanding of DV dynamics and the impact on the individual and the family.
- KSC 4 Demonstrated ability to develop and maintain strong networks and partnerships within the broader service sector.
- KSC5 Demonstrated professional verbal and written skills, including the ability to record case notes on a database, prepare monthly reports on activities, prepare correspondence to clients and communicate appropriately with internal and external stakeholders.
- KSC 6 Excellent time and workload management skills with the demonstrated capacity to work both independently and as part of a team.
- KSC 7 A working knowledge of current legislation relevant to the protection of victims of domestic and family violence and a working knowledge of the Family Law and Child Protection Acts.
- KSC8 An ability and commitment to creating a positive work environment and strong organisational culture while contributing to the development and achievement of the goals and vision of the Organisation

## **MANDATORY EDUCATIONAL REQUIREMENTS**

- Educational Qualifications or experience consistent with the requirements of SACS Level 5.

## **ADDITIONAL MANDATORY REQUIREMENTS:**

- Positive Notice – Blue Card or the capacity to acquire.
- Current Driver's Licence.
- Applicants must be eligible to legally work in Australia and proof of eligibility may be required.