



Intermediate MDVEIP Program Facilitator – Casual

LOCATION	Various locations across Gold Coast. Delivery of programs may also be virtual.
DAYS/HOURS OF WORK	Casual hours and days of work to be negotiated with the Program Coordinator depending on Program requirements.
REPORTING TO	MDVEIP Program Coordinator
AWARD CLASSIFICATION	Level 5.3 SCHADS Award (Qld) Social and Community Services Employee

The Domestic Violence Prevention Centre GC Inc. (DVPC) is a specialist domestic violence service. It has been operating since 1992 and covers the geographical area that includes the Gold Coast and the Northern Growth Corridor to Beenleigh. 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.

DVPC Vision

Everyone is safe to live with justice, freedom and hope in their family, community and country.

DVPC's 2021-2024 strategic plan articulates the path we intend to take in pursuit of our vision. The foundation for the delivery of our plan lies in the purpose and mission of DVPC to:

- **ADVOCATE** relentlessly to achieve change.
- **COLLABORATE** to improve safety and to build and share our specialist experience and knowledge.
- **INNOVATE** by listening to those most impacted by domestic and family violence, and by working with them to explore the options to create radical and positive changes.

DVPC Values

Safety-Focused

- We centre the safety of women and their children in all our decisions.
- We appreciate the diverse experiences of women and their children and recognise that this shapes their experience of violence.
- We listen and learn from them – they teach us how to do this work.

Respect

- We respect women's rights to make their own decisions and choices for themselves and their children.
- We have brave, honest and respectful conversations with people. We talk to people, not about them.
- We clearly communicate what we can offer and what we expect of each other.

Equity

- We consistently and fairly prioritise and allocate resources by considering immediate needs with long term sustainability.
- We share the work fairly to deliver effective responses and to create systemic change.
- We actively seek out diverse voices to help us identify and remove barriers to accessing our services.

Accountability

- We have documented frameworks that guide our decisions and responses, and we take responsibility for our choices and actions. We are committed to continually improving our services to ensure they are relevant, specialised, consistent, ethical, practice-led and evidence-informed, while adapting to a challenging and ever-changing environment.
- We evaluate our programs to ensure they contribute to the safety of women and their children and add to the body of knowledge about this work.
- We can demonstrate that we manage our resources effectively, efficiently and responsibly.
- We coordinate community responses that centre the safety of women and their children by making the impact of their experience of DFV visible.
- We work with our partners to hold those who commit domestic and family violence responsible for their actions.

Purpose of the Role

The role of the Intermediate Program Facilitator is to deliver MDVEIP sessions as per the curriculum 'Creating a Process of Change for Men Who Batter' by Ellen Pence and Michael Paymar, and complete any relevant documentation related to the Program. The Intermediate Program Facilitator is required to have completed at least 32 hours of observing sessions of the MDVEIP and meet the criteria outlined below.

All activities will be delivered in accordance with the DJAG Service Agreement, Professional Practice Standards, Perpetrator Interventions Services Requirements and the internal processes, practices, policies and procedures of DVPC.

Practice Requirements/Duties of the Role

The MDVEIP Intermediate Program Facilitator will be required to complete the following functions:

1. Plan and prepare weekly group sessions in conjunction with the co-facilitator and forward these Session Plans to the Co-ordinator MDVEIP prior to each session.
2. Deliver with co-facilitator a weekly program session based on the Duluth Curriculum and in accordance with legislation and practice guidelines
3. Manage the group dynamics to provide an environment that facilitates the participation and engagement of attendees and ensure that the Program delivery is respectful, inclusive and mindful of diverse cultural backgrounds, practices and family structures of group participants.
4. Oversee any and all tasks and/or documentation that participants are required to complete.
5. Accurate and thorough completion of all relevant and required documentation on the summary spreadsheet and forward to Co-ordinator MDVEIP and relevant stakeholders
6. Assess dynamic risk factors and contact MDVEIP Coordinator to initiate integrated response processes when any immediate safety concerns are identified.
7. Assess the ongoing participation and engagement of participants and schedule and facilitate 6, 12, and 18-week Participation Reviews for MDVEIP participants and prepare relevant documentation.
8. Conduct Induction Sessions for new MDVEIP Participant as instructed by MDVEIP Coordinator.
9. Attend quarterly MDVEIP Facilitator Meetings and training as required.
10. Participate in Practice Supervision as scheduled by the MDVEIP Coordinator.
11. Maintain professional knowledge of the contemporary evidence base that underpins working with domestic violence perpetrators.
12. Contribute to the development of a professional, safe and supportive working environment and a workplace culture that is consistent with the DVPC's mission, vision and values.

Performance Progression & Support for the Role

- The Intermediate Program Facilitator is expected to commit to a progression plan to advance to a Senior Program Facilitator.
- The Intermediate Program Facilitator will be supported with a development plan that integrates supervision, feedback, mentoring and support as required.
- The Intermediate Program Facilitator is expected to provide practice support and guidance to Emerging Program Facilitators.

Criteria for an Intermediate Program Facilitator

In accordance with Practice Standard 5.3 (Queensland Government Perpetrator Intervention Services Requirements 2022), an Intermediate Facilitator must have observed a minimum of 32 hours of the MDVEIP with a commitment to co-facilitating the MDVEIP upon commencement in the role, and have at least one of the following three criteria:

1. A minimum of two-years' full-time (or equivalent part-time) relevant professional experience in one or more of the following fields:
 - domestic, family, or sexual violence
 - criminal justice, including corrections
 - child protection
 - human services, including mental health, alcohol and other drug services and gambling support
 - counselling
 - or related field
2. Completed specialist evidence-based group perpetrator intervention training of at least 25 hours duration, for example training in the Duluth Model or training delivered by Ken McMasters, AND a minimum of one-year's full-time (or equivalent part-time) relevant professional experience in one or more of the following fields:
 - domestic, family, or sexual violence
 - criminal justice, including corrections
 - child protection
 - human services, including mental health, alcohol and other drug services and gambling support
 - counselling
 - or related field
3. At least a three-year tertiary qualification in a relevant discipline, such as domestic and family violence, social work, community services, counselling, psychology, or human services, and at least one of the following three criteria:
 - experience facilitating a minimum of 64 hours of perpetrator intervention group work.
 - experience facilitating a minimum of 32 hours of perpetrator intervention group work and experience facilitating a minimum of 32 hours of relevant group work working with clients with complex and diverse needs.
 - experience facilitating a minimum of 64 hours of relevant group work working with clients with complex and diverse needs.

To support the professional development of the Intermediate Program Facilitator, DVPC will implement clearly articulated strategies providing additional safeguards as needed to

promote safety, reduce the risk of collusion, and respond to risk as it presents, that may include additional supervision and training. The Intermediate Program Facilitator will also be supported by DVPC to gain the qualifications and experience as required to develop in this role.

All activities will be delivered in accordance with the DJAG Service Agreement, Professional Practice Standards, Perpetrator Interventions Services Requirements and the internal processes, practices, policies and procedures of DVPC.

Additionally, the following criteria is required for a program facilitator working at any level (Emergent, Intermediate, Senior), as specified in Practice Standard 5.3 in the Queensland Government Perpetrator Intervention Services Requirements (2022):

- Demonstrated understanding of the behaviour change process in relation to domestic and family violence.
- Demonstrated nuanced and intersectional understanding of the drivers, dynamics and impacts of domestic and family violence and the dynamics of gender, power and control.
- Demonstrated recognition of the significance of patterns of perpetrator behaviour beyond individual incidents of violence and are able to meaningfully assess these patterns to develop appropriate responses for the victim and appropriate interventions for the perpetrator.
- Demonstrated gendered analysis of violence in their practice acknowledging that gender inequality is a predominant cause and consequence of domestic and family violence.
- Demonstrated recognition of the complex ways in which children are harmed through experiencing violence, and the tactics of control and abuse of power that they experience.
- Demonstrated understanding of the *Domestic and Family Violence Protection Act 2012* and *Child Protection Act 1999* and *Child Protection Reform Amendment Act 2017*.
- Demonstrated understanding of the domestic and family violence definitions and provisions in the *Family Law Act 1975*.
- Demonstrated understanding of the *Domestic and family violence services practice principles, standards, and guidance*.
- Demonstrated understanding of the *Domestic and Family Violence Information Sharing Guidelines 2017* and *Information Sharing Guidelines 2018*.

Personal Attributes

DVPC seeks candidates with the following personal attributes that can be demonstrated in their work practices as a MDVEIP Program Facilitator.

You are able to:

- Hold steadfast a belief in people's ability and capacity to change for the betterment of everyone.

- Remain grounded with a level of competence and confidence in challenging or confronting situations whilst being respectful, positive, and purposeful.
- Maintain engaging interaction with others despite differences or agreeing what is being said, without judgement or othering.
- Observe and reflect critically and purposefully for personal and professional development.
- Engage in respectful dialogue without debating, colluding, and/or claiming to be the expert of others.
- Be okay with uncertainty and you can grapple with the unknown.
- Embrace differences and diversity with a genuine intention of learning.
- Maintain curiosity with a sincere interest in people.
- Maintain an open posture to learning about yourself and your relationships.
- Commit to ongoing personal awareness development.
- Actively engage in supervision and receive feedback and critical dialogue for further personal and practice development.
- Emotionally regulate and you regularly self-reflect and assess your health and well-being.
- Be self-responsible and accountable whilst knowing your limits, your role, and when you need support from others.
- The ability to undertake administrative tasks including the completion of thorough and contextual case notes.

Supervision

This 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.

Diversity

Aboriginal and Torres Strait Islander peoples and those of culturally and linguistically diverse backgrounds are encouraged to apply.

Additional Mandatory Requirements

- Positive Notice – Blue Card or the capacity to acquire
- Applicants must be eligible to legally work in Australia and proof of eligibility may be required
- Criminal History check will be required.