



Children & Young People's Advocate (Emergent)

LOCATIONS: The main office is located at Southport with potential to outreach to locations within the catchment area

DAYS/HOURS OF WORK: Monday to Friday 8.45am-4.45pm (36.25 hours)

REPORTING TO: Services Coordinator

AWARD

CLASSIFICATION: Level 4 SCHADS Award (Qld) Social and Community Services Employee
The pay point will be dependent on the successful applicant's skills and experience. A minimum of 2 years experience as a domestic and family violence worker is required for this level.

ANNUAL LEAVE: 5 weeks per annum

The Domestic Violence Prevention Centre GC Inc. (DVPC) is based on the Gold Coast and has been operating since 1992. It offers support to women, young people and children who have experienced domestic and family violence and delivers 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 emergent Children and Young People's (CYP) Advocate role is suitable for new graduates or practitioners who have not had previous experience working within a domestic violence support service. Increased support and direction will be provided to develop the skills and understanding of the concepts, practices and frameworks necessary for the fulfilment of the role.

The role provides support to children and young people who have been impacted by domestic and family violence with the aim of breaking the cyclical, intergenerational nature of abuse. The CYP Advocate is required to deliver age-appropriate responses, either individually or in a group setting. Counselling activities aim to support children and young people to be able to express their feelings and to understand and manage their fears, emotions and behaviours. This support may be provided in locations other than the DVPC office.

Support is delivered in accordance with the applicable Service Agreement, Practice Standards and the internal processes, policies and procedures of DVPC.

Key Elements of the Role

Be a resource and an advocate for children and young people who have experienced domestic and family violence

- Provide effective and tailored specialist responses to children and young people who have experienced or are experiencing domestic and family violence.
- Undertake initial risk and safety assessments of children and young people to determine appropriate response pathway.
- Provide appropriate, respectful and timely responses to children and young people to address identified needs and risk and safety concerns, whilst promoting self-determination and resilience.
- Undertake ongoing, age-appropriate risk assessments and safety planning responses that promote the ongoing safety of children and young people, involving them in the decision-making processes where appropriate.
- Identify organisational and clinical risks and promptly escalate.
- Provide information, options, support and referrals to the parent/guardian of a child and/or young person when appropriate.
- In collaboration with other workers, provide specialist group work to children and young people who have experienced domestic violence.
- Provide information and appropriate referrals about supports available within the broader community and service system.
- Provide advocacy for and with children and young people to achieve positive outcomes for them with other service providers and systems stakeholders.
- Maintain clear, concise, accurate client case notes and records using the organisation's data collection tools.

- Exhibit a clear and comprehensive working understanding of the current Domestic & Family Violence Protection Act and its implementation.
- Develop and deliver presentations, training and information sessions specific to the program.

Contribute to a strong team and organisational culture

- Contribute to the development of a professional and supportive working environment including a willingness to provide support to colleagues to assist with equity of workload.
- Act in accordance with organisational policies and legislative and contractual requirements.
- Participate in team meetings and organisational events.
- Participate in training and professional skills development activities.
- Provide and receive peer support as a part of the team.

Support the development and sustainability of the organisation

- Contribute to data collection and evaluation processes to build an evidence base for the work of the organisation.
- Contribute to continuous improvement and the review of effective practices and processes and their integration.
- Promptly identify and report conflicts of interest and manage these in an ethical and responsible manner.
- Meet Workplace Health and Safety obligations in line with DVPC policies and procedures, as well as relevant legislation.
- Represent the organisation at relevant community events including domestic violence prevention activities.

Key Personal Attributes

You are able to:

- Be flexible, adaptable and comfortable working with crisis situations in a fast-paced and rapidly changing environment.
- Remain grounded with a level of competence and confidence in challenging or confronting situations whilst being respectful, positive, and purposeful.
- Embrace differences and diversity with a culturally sensitive, non-judgemental and child-centred approach.
- Maintain curiosity with a sincere interest in children and young people.
- Keep an open posture to learning about yourself and your practice with ongoing personal awareness development.
- Emotionally regulate and assess own health and wellbeing to maintain a healthy practice.
- Be self-responsible and accountable whilst knowing own limits and when support is needed from others.

- Demonstrate interpersonal and written communication skills, including the ability to communicate respectfully and effectively with a diverse range of children and young people, caregivers and stakeholders.
- Demonstrate competence in delivering presentations, training and information sessions.
- Build positive relationships with team members that contribute to a cohesive and respectful workplace.

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 children and young people with high and complex needs with a sound understanding of the dynamics, issues and challenges in responding to their needs.
- KSC 2 A basic understanding of risk assessments, safety planning, solution-focused crisis interventions and ongoing case management for children and young people who have experienced domestic and family violence.
- KSC 3 Demonstrated ability to facilitate individual and group activities and responses conducive to supporting positive and safe engagement with children and young people.
- KSC 4 Demonstrated ability to develop and maintain respectful and purposeful working relationships with parents/caregivers as well as the wider network of partnerships within the service sector.
- KSC 5 Demonstrated high quality written communication skills, including the ability to record comprehensive case notes, prepare correspondence to clients and communicate appropriately with stakeholders.
- KSC 6 Excellent time and workload management skills with the demonstrated ability to prioritise workload and capacity to work both independently and as part of a team.
- KSC 7 Basic knowledge of current legislation relevant to the protection of victims of domestic and family violence including the Domestic and Family Violence Protection Act 2012 and the Child Protection Act 1999.

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.