



## Men's Domestic Violence

### Intervention Worker & Program Facilitator

<b>LOCATION</b>	The main office and the Magistrates Court are located at Southport
<b>DAYS/HOURS OF WORK</b>	Your normal working hours are 36.25 hours per week. Your hours of work will be determined by the operational requirements of the Program.
<b>REPORTING TO</b>	MDVEIP Program Coordinator
<b>AWARD CLASSIFICATION</b>	Level 5 SCHADS Award (Qld) Social and Community Services Employee <i>Please note if the applicant is unable to meet the full requirements of the position, they may be classified as an emerging practitioner and the role may be regraded to SCHADS Level 4 for a period to allow for additional training and upskilling.</i>
<b>ANNUAL LEAVE</b>	5 weeks per annum

The Domestic Violence Prevention Centre GC Inc. (DVPC) is a specialist domestic violence service based on the Gold Coast. The service has been operating since 1992. It offers support to women, young people and children who have experienced domestic and family violence and delivers 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 GC 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

This role works with men both individually and in a group setting. The purpose of the position is to work with men to address their behaviours, beliefs and attitudes that cause harm in their relationships. This position will work individually with men to assess their suitability for participation in the group Program, provide information regarding the court process and outcomes, and make referrals to appropriate agencies. The position will also co-facilitate Programs based on the Duluth Curriculum, manage the waitlist and undertake any relevant case management.

This role involves a high level of stakeholder engagement and liaison and will be required to develop positive working relationships with system and community agencies.

This position will actively collaborate with the MDVEIP Women's Advocates along with the Program Team Leader and Program Coordinator and will actively contribute to a positive team culture with practices for achieving the strategic goals of the organisation.

Services will be delivered in accordance with the Service Agreement, Practice Standards, Principles, and Guidelines, the relevant Investment Specifications along with the internal processes, policies, procedures, and practices of DVPC.

## Personal Attributes

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.
- Engage in respectful dialogue without debating, colluding, and/or claiming to be the expert of others.
- Be okay with uncertainty and you are able to grapple with the unknown.
- Embrace differences and diversity with a genuine intention of learning.
- Maintain curiosity with a sincere interest in people.
- Keep 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 and when you need support from others.

## Practice Competencies

You have the ability to work with mandated and self-referred men, named as perpetrators or respondents of domestic violence in a group or individual setting:

### *Directly by:*

- Implementing a gendered analysis in practice that centres and prioritises the safety and needs of women and children.
- Including the voice and perspective of women in the work with perpetrators, and engaging in practices and ways to work with perpetrators that do not result in an increase or risk to others.
- Using critical dialogue for explorative discussions promoting personal reflection and change.
- Engaging in practices that promote perpetrators to take responsibility for their beliefs, attitudes and actions, and to acknowledge accountability in group settings and/or in the justice system.
- Adopting informed practices and responses based on appropriate theoretical frameworks relevant to DFV.
- Having an awareness that the use of minimising, denying and blaming can be used by men in any setting, and responding with practices of respectful and purposeful enquiry without collusion or sympathy.
- Engaging with men from different cultural and socioeconomic backgrounds with appropriate and equitable practices that promote inclusiveness, and with the recognition of similarities and differences of DFV perpetration across the cohorts.
- Identifying, assessing and responding to any risk of harm to anyone based on any overt disclosures and/or covert observations that indicate potential or likely risk elevation.

### *Indirectly by:*

- Working collaboratively as necessary with the Women's Advocate to ensure effective safety plans are developed, ideally with the aggrieved, in response to the assessment of risk for women and children.
- Networking with the Women's Advocates and relevant stakeholders, when necessary, i.e., when risk to safety has increased; impending separation; when contact with the perpetrator is unsuccessful.
- Contributing effectively to a coordinated and integrated response as necessary following consultation with the program team leader or coordinator.
- Making relevant referrals or advocating for other relevant services to be involved with the perpetrator's consent.
- Using practices that advocate for interventions to promote perpetrator accountability.
- Ensuring clear and documented communication with advocates that supports practice and addresses any practice concerns.
- Engaging in self-reflection practices to assess own emotional health and wellbeing while developing your awareness, knowledge, and practice with an awareness of what your limits are.

## Key Elements of the Role

### 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 and contractual requirements.
- Participate in team meetings.
- Participate in training and professional and skills development activities.
- Provide and receive peer support as a part of the team.

### Support the development and sustainability of the organisation

- Demonstrates a commitment to personal and professional development while also contributing to and cultivating a culture of shared learning within the team.
- Contribute to data collection and evaluation processes to build an evidence base for the work of the organisation.
- To meet Workplace Health & Safety obligations in line with DVPC Policy & Procedures as well as relevant legislation.
- Represent the organisation at relevant community events including domestic violence prevention activities.

## 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.

## Additional Mandatory Requirements

- Educational Qualifications or experience consistent with the requirements of SCHADS Level 5 Classification (or SCHADS 4 if Emerging Practitioner)
- Positive Notice – Blue Card or the capacity to acquire
- Current Driver’s License and capacity and willingness to drive organisational vehicles
- Applicants must be eligible to legally work in Australia and proof of eligibility may be required.
- Criminal History check will be required.

## Key Selection Criteria

- KSC 1 Demonstrated experience or interest in working positively and productively with men who have perpetrated domestic and family violence in an individual and group setting
- KSC 2 Ability to or the willingness to learn how to identify and assess risk and safety and provide appropriate responses, including crisis interventions
- KSC 3 Understanding of contemporary DFV frameworks with a gendered analysis that inform individual and group practices with men
- KSC 4 Knowledge and understanding of the complex issues and barriers impacting women and their children who have experienced domestic and family violence to inform individual and group practices with men
- KSC 5 Demonstrated professional verbal and written skills, including the ability to document case notes, prepare reports on activities, and prepare correspondence to internal and external stakeholders.
- KSC 6 Demonstration of comprehensive knowledge of relevant agencies for men within the broader service sector and the ability to develop positive, respectful working relationships with a range of key stakeholders
- KSC 7 Excellent time and workload management skills with the demonstrated capacity to work independently and as part of a team.
- KSC 8 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.
- KSC 9 An ability and commitment to creating a positive work environment and a robust and

constructive organisational culture while contributing to the development and achievement of the goals and vision of the organisation