



Applicant Information

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

- **Men's Domestic Violence Intervention and Education Program (MDVEIP) TEAM LEADER**

(TL/S/11/20)

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 Thursday 19th November 2020**. Applications should be emailed to: info@domesticviolence.com.au

Emails should mark the application with the following:
TL/S/11/20

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 .

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



The Domestic Violence Prevention Centre GC Inc. (DVPC) is currently seeking applications from individuals who are suitably qualified and/or experienced in providing management of Programs to men who use violence in their relationships.

DVPC currently delivers mandated programs across the Gold Coast, Logan and Beaudesert and a pilot online program. It has a team of Facilitators who deliver the Duluth Model and Curriculum to male program participants and Women's Advocates who work with consenting women.

The successful applicant will work closely with the Coordinator of the Men's Domestic Violence Intervention and Education Program (MDVEIP) and will be responsible for the leadership and supervision of the team and oversight of the Program.

The role will also work closely with established external stakeholders and work to maintain and strengthen the partnerships.

This position will support the Organisations compliance with current practice standards and service agreements and oversee the implementation of the new practice standards and any obligations and requirements necessary under the Service Agreement. This role will also be responsible for the data collection and reporting to the funding body.

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 6. The Pay point determined by successful applicants experience and qualifications.

Applications must be made in writing and received by 11 pm on Thursday 19th November 2020.

Late applications will not be considered for interview.

Applications 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.



TEAM LEADER - MDVEIP

- PROGRAM:** MENS EDUCATION AND INTERVENTION Programs
- 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 DVIR / MDVEIP Co-ordinator
- FUNDING:** The funding for this position is provided by the Department of Child Safety, Youth and Women
- DAYS/ HOURS OF WORK:** Monday to Friday 8.45 AM - 4.45 PM (36.25 hours)
- AWARD/ CLASSIFICATION** Level 6 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 per annum

Please note:

- **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. 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 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.

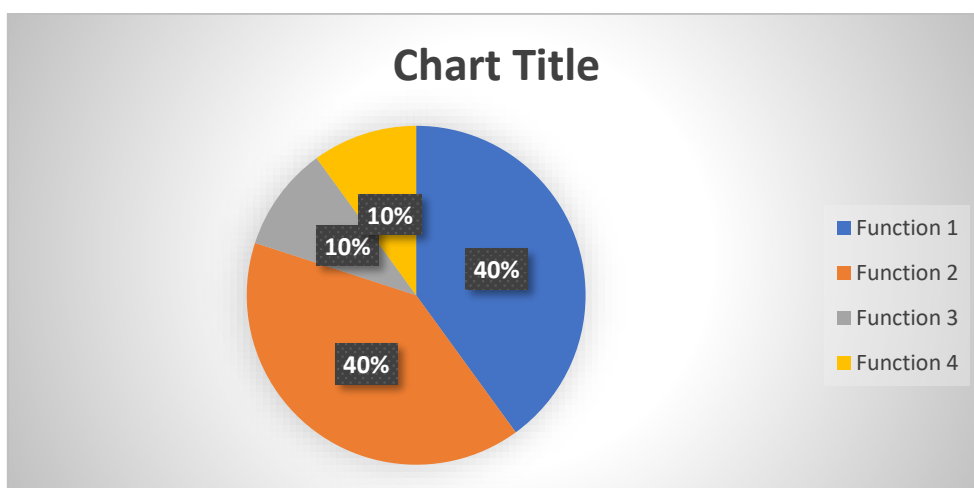
PURPOSE OF THE ROLE: The role will work closely with the DVIR / MDVEIP Coordinator to deliver support, mentoring and guidance to the Facilitation team, the Women's Advocates (WA) within this Program area and the Program Support Officer. This role will provide coverage for the Co-ordinator during leave periods.

It is essential that this role supports the integration of the work of the women's advocates and the program delivery function. Therefore, this role will monitor and guide the facilitation team and identify and deliver training and support needed to ensure the program delivery is in alignment with the Duluth Model and Curriculum. The successful applicant will also be responsible for supporting the work of the WA to respond to risk and safety concerns.

Additionally, the role will be responsible for liaising with key stakeholders in relation to risk responses, service delivery and contractual obligations.

This position will actively work to build a positive team culture and practices that contribute to achieving the strategic goals of the Organisation.

Support will be delivered in accordance with the Service Agreement, the Investment Specifications relating to Perpetrator Programs (T328), Practice Standards and the internal processes, policies, procedures and practices of DVPC.



FUNCTION 1 – OVERSEE THE PROGRAM DELIVERY AND DEVELOPMENT OF THE MEN'S DOMESTIC VIOLENCE EDUCATION AND INTERVENTION PROGRAM (MDVEIP)

- Assess and determine the suitability of Offenders to participate in the Program
- Provide reports and information about Offender's non-compliance and make recommendations for action
- Co-facilitate programs as required.
- Support Facilitator compliance with Practice Standards and Organisational guidelines and policies
- Liaise with internal and external stakeholders to coordinate high risk responses for MDVEIP participants, and men on the waitlist.
- Liaise with internal stakeholders regarding high risk, service delivery and client needs and trends.
- Liaise and consult with Queensland Community Corrections Officers and participate in Assessments as required
- Ensure the MOUs between key stakeholders are current and operationalised
- Participate in network meetings and teleconferences relevant to the role.
- Participate in monthly meetings with Queensland Community Corrections Supervisors and Senior Case Managers (at the Gold Coast and Logan)

- Provide ongoing information sessions and specialist Professional Training to Queensland Community Corrections and other key stakeholder agencies
- Establish and maintain positive working relationships across a range of community agencies

Function 2- PROVIDE SUPPORT AND MENTORING TO THE PROGRAM TEAM

- Provide supervision, feedback and direction to all staff working in the Men's Domestic Violence Intervention and Education Program (MDVEIP)
- Provide consultation and support to team members to ensure practice and service responses are consistent with DVPC's practice frameworks;
- Organise regular individual, pair and group supervision for facilitators.
- Monitor, review, develop and implement practices and processes to ensure continuous improvement;
- Undertake individual supervision to ensure consistency of practice and program delivery;
- Support the induction and development of new team members;
- Support and oversee staff compliance with Practice Standards and Organisational policies and procedures;
- Contribute to the development of a professional, integrated and supportive working environment for all staff;

Function 3 - SUPPORT THE DEVELOPMENT AND ONGOING SUSTAINABILITY OF THE PROGRAM AND ORGANISATION

- Support and lead the Organisation change process to ensure compliance and alignment with new Practice Standards
- Contribute to data collection and evaluation processes to build an evidence base for the work of the program and the Organisation as a whole;
- Participate in the identification of trends to inform appropriate service development both formally and informally;
- Develop training resources and presentations and represent the Organisation at relevant sector and community events; and
- Participate in the development of activities for Domestic & Family Violence Prevention Month, IWD and the 16 Days of Activism and other activities in the community and related events.

Function 4 - CONTRIBUTE TO THE ONGOING DEVELOPMENT AND MAINTENANCE OF 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;
- Deliver and participate in training and professional and skills development activities including peer support; and
- Participate in the ongoing development of policy, processes and other organisational development activities.

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 knowledge of DFV response frameworks, risk assessment and safety frameworks appropriate for domestic and family violence responses and significant experience working in a domestic and family violence sector including working with high risk offenders

KSC 2 Significant experience in coordinating collaborative and integrated networks and experience in liaising with and working closely with Government Departments and community organisations

KSC 3 Demonstrated significant experience facilitating behaviour change groups with mandated male offenders and a sound understanding of the Duluth Curriculum – Creating a Process of Change for Men Who Batter.

KSC 4 Demonstrated ability to support, mentor and guide staff and identify and provide performance development opportunities.

KSC 5 Demonstrated high level negotiation skills and experience in conflict resolution.

KSC 6 Demonstrated professional verbal and written skills including the ability to consult and liaise, with Government Departments and community organisations and deliver workshops and professional development training.

KSC 7 Demonstrated Program Management skills including:

- i. Excellent time management skills and ability to prioritise workload;
- ii. Demonstrated ability to develop and maintain strong networks and partnerships with key stakeholders;
- iii. Strong record keeping, and administrative skills including a demonstrated ability to collect data and prepare reports on performance including outputs and outcome measures; and
- iv. Demonstrated capacity to work both independently and as part of a team.

KSC 8 Demonstrated knowledge, or the ability to acquire an understanding, of system protocols, procedures and legislation associated with Queensland Community Corrections Queensland Police Service, Child Safety and the Courts and a working knowledge of legislation specific to the role

KSC 9 Educational Qualifications consistent with the requirements of SCHADS/ SACS Level 6 Classification and the ability to be classified as a Level 3 facilitator in accordance with current Professional Practice Standards – Working with men who perpetrate domestic and family violence

KSC 10 An ability and commitment to create a positive work environment and strong organisational culture while contributing to the development and achievement of the goals and vision of the Organisation

ADDITIONAL MANDATORY REQUIREMENTS:

- Current Driver's Licence
- Applicants must be eligible to legally work in Australia and proof of eligibility