



POSITION DESCRIPTION

Title:	Family Violence Intervention Worker (Men's Behaviour Change and fathering)
Business Unit:	Client Services: Children Youth and Families; Family Violence Intervention Program (FVIP)
Location:	Heidelberg/ Broadmeadows
Employment Type:	Casual/ or Full time, contract until 30th June 2019
Reports to:	Team Leader Family violence Intervention (Men's Behaviour Change)

ABOUT UNITING

Uniting works alongside people of all ages in local communities in Victoria and Tasmania. Our services reach to Albury-Wodonga in the north, Mallacoota in East Gippsland, the Wimmera region in the west, and across Tasmania.

Uniting is the services and advocacy arm of the Uniting Church. We've been supporting people and families for over 100 years. We are 7000 skilled, passionate and creative people providing over 770 programs and services.

We empower children, young people and families to learn and thrive. We're there for people experiencing homelessness, drug and alcohol addiction or mental illness. We support people with disability to live the life they choose. We assist older people to maintain their independence and enjoy life. We provide opportunities to access training and meaningful employment. We're proud to welcome and support asylum seekers to our community. We work to empower people with the information, skills and tools they need to live a healthy, happy life.

As an organisation, we celebrate our diversity and welcome all people regardless of ethnicity, faith, sexual orientation and gender identity. We acknowledge Aboriginal and Torres Strait Islanders as Australia's First Peoples and as the traditional owners and custodians of the land on which we work.

Our purpose: To inspire people, enliven communities and confront injustice

Our values: We are imaginative, respectful, compassionate and bold

POSITION PURPOSE

This is a specialist role within the Family Violence Integrated program, developed to ensure integration across Uniting Family Violence, Child FIRST and Integrated Family Services programs. As well as providing clinical assessment, counselling and Men's Behaviour Change group work to clients, the incumbent will work to improve creative engagement and service pathways with fathers/ other men who use violence. The position will also provide secondary consultation to staff of other Uniting programs.

SCOPE

Budget: Nil

People: Nil

Approval: (position [see delegations of authority policy])	Page 1 of 4	Position Description: (Position title)
Date Approved: (insert date)		Next Review Date: (Insert date)

Relationships:

Internal:

- FVIP (Family Violence Intervention Program) team
- Internal programs of Uniting : IFVP, Child FIRST, Integrated Family Services, CareRing

External:

- Broadmeadows Magistrates Court
- Department of Health and Human Services
- No To Violence (Male Family Violence Prevention Association)
- Men's Referral Service (MRS)
- Victorian Aboriginal Health Service Aboriginal and Torres Strait Islanders Centre for Males

KEY RESPONSIBILITY AREAS

Group Facilitation and Counselling

- Co-facilitate Men's Behaviour Change groups for men who have used violence against their partners and children.
- Conduct intake screenings with prospective clients (as required).
- Provide counselling in accordance with program guidelines.
- Effectively provide individual assessment to clients.
- Provide Secondary Consultation to staff of Uniting regarding safety for clients impacted by Family Violence and accountability of perpetrators.
- Participate in care team meetings, Demand Monitoring Meetings and consultation to internal and external stakeholders.

Professionalism

- Understanding and experience of working within a Feminist Framework.
- Commitment to reflective practice, building collaborative collegial relationships, team efforts and professional development.

Reporting and Administration

- Maintain up to date data recording, case notes and manage own administration.
- Effectively participate in program evaluation processes.
- Effectively participate in implementation and review of FVIP policies and procedures.

Stakeholder Relations

- Contribute to collaborative working relationships with Broadmeadows Court, DHHS and other Government and non-Government bodies.
- Develop and maintain relevant networks including No to Violence, Men's Referral Service, Victorian Aboriginal Health Service and the Aboriginal and Torres Strait Islanders Centre for Males.

Other Duties

- Participate in fortnightly supervision with the FVIP Senior Clinician or Team Leader.
- Participate in group supervision and team meetings.
- Maintain and provide timely statistical data and written reports as required.
- Undertake other duties as required.

Approval: (position [see delegations of authority policy])	Page 2 of 4	Position Description: (Position title)
Date Approved: (insert date)		Next Review Date: (Insert date)

Personal accountability

Compliance with Uniting's values, code of conduct, policies and procedures and relevant government legislation and standards where relevant.

- Ensure appropriate use of resources.
- Work collaboratively with Uniting (Victoria Tasmania) employees, founding agency employees and external stakeholders in accordance with Uniting's values and professional standards of behavior...
- Actively participate in initiatives to maintain, build upon and promote a positive and collaborative workplace.
- Identify opportunities to integrate and work collaboratively across teams.
- Take reasonable care for your own health and safety, and health and safety of others (to the extent required).
- Promote a positive safety culture by contributing to health and safety consultation and communication.
- Promptly respond to and report health and safety hazards, incidents and near misses to General Manager People and Culture.
- Attend mandatory training sessions (i.e. equal employment opportunity, health and safety) and mandatory training specific to position.

PERFORMANCE INDICATORS

N/A

PERSON SPECIFICATION

Qualifications

- Qualifications in Social Work, Psychology, Counselling, Welfare Studies or equivalent
- Certificate IV in Male Family Violence would be highly regarded (or willingness to obtain)

Core selection criteria

- **Values alignment:** ability to demonstrate and authentically promote Uniting's values

Experience

- Group work experience
- Demonstrated ability to provide clinical assessment, intervention and Men's Behaviour Change group work to men who use Family Violence
- Evolved understanding of either drug and alcohol or mental health issues and service delivery
- A thorough understanding of the Family Violence Service System
- Confidence to provide secondary consultation, training, advice and support to staff and other professionals regarding issues related to Family Violence
- Demonstrated understanding of the impact of violence on children
- Demonstrated ability to provide individual counselling, work within a feminist framework and work with a range of Culturally and Linguistically Diverse clients

Personal Attributes

- Excellent written and verbal communication skills including highly developed listening skills
- Ability to be self-reliant, motivated and accountable in managing multiple tasks, meeting timelines and achieving targets.
- Demonstrated ability to work independently as well as cooperatively within a team.

Approval: (position [see delegations of authority policy])	Page 3 of 4	Position Description: (Position title)
Date Approved: (insert date)		Next Review Date: (Insert date)



- Demonstrated commitment to working collaboratively with funding providers
- Confidence in computer literacy (Word/Excel/Outlook) and ability to utilise client information systems such as IRIS

This position description is subject to review and may change in accordance with Uniting's operational, service and customer requirements.

Employee Name:		Manager Name:	
Date:		Title:	
Signature:		Date:	

Employment with Uniting is subject to a satisfactory national (and international where relevant) police check and Working With Children Check (in Victoria) and/or Working With Vulnerable People Check (in Tasmania) prior to commencement of and paid, unpaid work or participation in any service or undertaking.

Approval: (position [see delegations of authority policy])	Page 4 of 4	Position Description: (Position title)
Date Approved: (insert date)		Next Review Date: (Insert date)

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