

**TANGENTYERE COUNCIL**

**POSITION DESCRIPTION**

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| Position Title:  | Male Group Facilitator |
| Division:  | Men’s Behaviour Change Program, Community Safety and Social Services |
| Classification:  | 6.1 |
| Job Holders:  | Vacant |
| Prepared By: | Maree Corbo  |  |
| Date: | 22/08/2019 |
| Staff reporting to position: | MBCP Group Facilitator  |

1. **Position Summary**

The Tangentyere Men’s Behaviour Change Program (MBCP) incorporates Element 4 of the Northern Territory’s Domestic, Family and Sexual Violence Reduction Framework 2018-2028 Safe, Respected and Free from Violence and is one of the five key components of the Northern Territory Government ten-year plan to reduce the impact of domestic, family and sexual violence in our community.

The successful candidate will have completed tertiary studies in Social Work, Welfare Studies, Psychology or a related discipline with experience in assessment and intake and the delivery of men’s group work.

The successful candidate will be a highly motivated individual with excellent communication skills who is committed to reducing violence against women and children in Central Australia and will engage with stakeholders to promote the MBCP and to ensure the program is culturally safe and accepted by individuals, families and communities across the Alice Springs region.

1. **Responsibilities**
2. Work alongside WoSSCA |Women’s Safety Services of Central Australia and Jesuit Social Services to deliver a MBCP that adheres to recognised Australian MBCP Minimum Standards and is culturally appropriate within a Central Australian context.
3. Ensure the MBCP is a fully integrated component of the Northern Territory Government Domestic, Family and Sexual Violence Reduction Framework 2018-2028 Safe, Respected and Free from Violence
4. Provide high quality intake assessment, group facilitation and case management duties for referred and voluntary clients.
5. Develop and manage appropriate stakeholder relationships with appropriate services/
6. Other duties as required.

**Major Accountabilities**

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| **ACCOUNTABILITIES** | **PERFORMANCE INDICATORS** |
| * **Work alongside WoSSCA and Jesuit Social Services to deliver a MBCP that adheres to recognised Australian MBCP Minimum Standards and is culturally appropriate within a Central Australian context.**
* Contribute knowledge to the development and implementation of a MBCP.
* Ensure that the MBCP primary focus is the safety of women and children.
* Ensure that the MBCP meets recognised Australian Family violence standards.
 | * The Men’s Behaviour Change Program is developed in a culturally safe manner that takes into account local context and that adheres to recognised.
* Intake pathways, referral processes and group work sessions are planned and delivered with stakeholder agencies and a strong program service system is established for referred clients.
* The WoSSCA (partner contact) provides the MBCP with advice regarding any behaviour change.
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| * **Under the direction of the MBCP Manager continue to develop and update quality processes such as protocols, policies and procedures in accordance with recognised Australian MBCP Minimum Standards and consistent with the principles outlined within the service specifications.**
* Contribute extensive sector knowledge and experience to the process of developing protocols, policies and procedures for a MBCP.
* The MBCP is within the service specifications and in accordance with recognised Australian MBCP Minimum Standards.
 | * Appropriate protocols, policies and procedures which reflect the service specifications are updated and implemented.
* Tangentyere Council’s MBCP is embedded in the Alice Springs social service system.
* The MBCP operates within recognised Australian MBCP Minimum Standards.
* Assessment, intake and group are undertaken according to MBCP best practice.
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| * **Ensure the MBCP is a fully integrated component of the Northern Territory Governments** **Northern Territory’s Domestic, Family and Sexual Violence Reduction Framework 2018-2028 Safe, Respected and Free from Violence**
* Assist the program manager to develop strategies to promote the cultural safety of the MBCP to the Alice Springs community.
* Use networks and experience to ensure the program is viewed as culturally safe across the Alice Springs social service sector.
* Facilitate public information sessions to promote the MBCP in a positive manner.
 | * The MBCP is accepted by the wider community as being culturally safe and as an appropriate program for males who use violence against women and children to participate in.
* The MBCP is viewed by community members and program participants positively.
* Tangentyere Councils MBCP is a fully integrated component of the Northern Territory’s Domestic, Family and Sexual Violence Sexual Violence Reduction Framework 2018-2028 Safe, Respected and Free from Violence
* Public perceptions of the MBCP are positive and the program is viewed in a favourable way by individuals and families.
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| * **Provide high quality intake assessment, group facilitation and case management duties for referred and voluntary clients.**
* In collaboration with referring agencies ensure high quality systems are in place which protect client’s rights and meet MBCP expectations.
* Ensure all individual and group work is in line with best practise and recognised Australian MBCP Minimum Standards.
 | * Intake, assessment, group facilitation and case management processes are an integrated part of the domestic and family violence service system and all processes focus on the safety of women and children as the first priority.
* High quality systems with referring agencies are in place and reviewed regularly.
* Program curriculum is in accordance with nationally recognised Australian MBCP Minimum Standards.
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| * **Develop and manage appropriate stakeholder relationships with l appropriate service providers.**
* Key relationships with crucial partners are developed and maintained to a high standard.
* Strong systemic communication and reporting systems with the police, courts and community corrections are developed, implemented and maintained.
 | * Satisfactory relationships between the MBCP and police, courts and community corrections are maintained.
* A strong service system between and police, courts and community corrections which allows the appropriate timely information flow between agencies is maintained.
* The safety of women and children is the prime consideration throughout the development and implementation of these processes.
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| * **Other duties as required**
 | * The candidate will be required to perform other duties as required
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1. **Relationships**

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| Tangentyere Council Community Safety and Social Services Division  | Central Australian Family Violence and Sexual Assault Network (CAFVSAN) |
| Women’s Safety Services of Central Australia | Town Camp Housing Association members |
| Jesuit Social Services | Town Camp community members |
| Corrections  | Town Camp Community Centres |
| Northern Australia Aboriginal Justice Agency NAAJA | All Tangentyere Divisions |
| Alice Springs Police | Central Australian Women’s legal services |
| NPY Womens Council | The Alice Springs Community |

**4. Core Competencies**

* **Commitment & Reliability**
* The position requires an absolute commitment to improving the safety of women and children in Alice Springs by reducing male violence
* Excellent communication skills across a diverse range of individuals and groups
* An understanding and commitment to punctuality, attendance and adherence to Tangentyere Council Staff Code of Conduct is essential
* An understanding and commitment to human rights
* Willingness to improve personally and professionally within the work place
* Commitment to supporting and mentoring a strong team
* **Teamwork**
* Work alongside Tangentyere Council’s MBCP Manager and Tangentyere Women’s Family Safety Group to ensure the program is culturally sound and locally appropriate.
* Work within the MBCP partnership and take initiative in discussions and activities
* Actively share information with the community and team members.
* **Communication**
* Excellent understanding of interpersonal and communication skills, particularly in a cross cultural environment
* Ability to communicate and listen to community members’ concerns and desires especially those of women, children and young people
* Understanding of the issues facing Indigenous people in Alice Springs, and experience dealing with these issues
* **Skills**
* Self motivated and the ability to work unsupervised
* An understanding of family violence
* Excellent communication skills
* Drivers Licence
* **OHS**
* Awareness of OH&S for self and others
* Report hazards, accidents and incidents if they occur
* **Cultural Awareness**
* Knowledge and understanding of Aboriginal culture and Law
* Sensitivity when dealing with Aboriginal clients
* Respecting clients and staff cultural beliefs

**6. Qualifications and Selection Criteria**

**Essential:**

The successful candidate will be an experienced Family Violence Facilitator able to demonstrate the following;

1. Completed tertiary studies in Social Work, Welfare Studies, Psychology or a related discipline with the capacity to mentor and support other Group Facilitators or

one year’s experience facilitating relevant group work and the ability to obtain a Graduate Certificate in Social Science (Male Family Violence)

1. Demonstrated strong program delivery skills in a family violence program.
2. Demonstrated understanding and commitment to a gendered analysis of men's use of family and domestic violence
3. Excellent communication skills and the ability positively to engage with men who have used v and have been mandated to attend the MBCP.
4. Ability to ensure the recognised Australian MBCP Minimum Standards underpins MBCP delivery.
5. Demonstrated ability to perform intake, assessment, and group facilitation and case management duties to a high standard.
6. The ability to engage with Central Australian Aboriginal people.
7. Demonstrated ability to provide support and mentoring to a small team.
8. Demonstrated strong administration skills.
9. Current NT Drivers License and Ochre Card.

**Desirable:**

1. Program experience working with Aboriginal Men in Central Australia.
2. An understanding of Aboriginal culture as well as a broad range of contemporary issues affecting Central Australian Aboriginal people.
3. **Verification**

**Position Holder: Name:**

**Date Effective:**

**Signature:**

**Manager: Name:**

**Date Effective:**

**Signature:**