

Yoowinna Wurnalung
Aboriginal Healing Service (YWAHS)



Position Details

Position Title	Women's Counsellor
Position Number	
Mode of Employment	Ongoing
Time Fraction	Full Time 76 hours per fortnight
Agreement/Award	Social, Community, Home Care and Disability Services Industry Award 2010 (SCHADS)
Classification	SCHADS Level 6 pay point 1 to Level 6 pay point 3 negotiable depending on qualifications and range of experience.
Remuneration	This position attracts a, total hourly rate between \$43.55 to \$45.38 per annum negotiable, plus 9.5 % superannuation.
Salary Packaging	Up to \$15,899 per annum is available, prior to tax, along with other pre-tax packaging as fits YWAHS PBI status.
Other Benefits	N/A
Unit	Yoowinna Wurnalung Aboriginal Healing Service
Location	Primary base will be at our Sale office but may be required to work at other locations within YWAHS catchment area.
Reports to	Time Out Manager
Direct Reports	N/A
Probationary Period	A six-month probationary period will apply.
Working with Children Check required	Yes, and required to advise the Department of Justice within 21 days of commencing with YWAHS. Renewal due every five years.
Medicare Registration provider number required	Not a requirement for this position
Professional Registration	Membership with Australian Association of Social Workers or Equivalent Australian Professional Association is desirable
Police Check required	Yes, upon initial appointment, then every three (3) years <i>It should be noted that Yoowinna Wurnalung Aboriginal Healing Service Discrimination Policy identifies that the organisation will not discriminate on irrelevant criminal history.</i>
Driver's Licence required	Yes - current Victorian driver's licence

Position Summary

Yoowinna Wurnalung Healing Service

Yoowinna Wurnalung Aboriginal Healing Service (YWAHS) is a Specialist Aboriginal Family Violence Service, that is an independent Not for Profit (NFP) organisation, who delivers services to the Aboriginal and Torres Strait Islander Peoples living within the catchments of Wellington and East Gippsland Local Government Area's.

We provide culturally safe services including counselling, clinical and therapeutic support, referral pathways, develop, implement and deliver family violence education and prevention programs, advocacy and post intervention support for Aboriginal and Torres Strait Islander clients and their families.

We supports the recovery and healing of Aboriginal victims, individuals, families and communities affected by family violence, and provides support to perpetrators of family violence, linking them into programs and services to address their behaviour and to help them build tools around respectful and healthy relationships with their partners, children and extended family.

Our focus is on providing Aboriginal led solutions, that are 'trauma informed', culturally safe, within holistic models of health and wellbeing.

Position Purpose

- Undertake Common Risk Assessment Framework (CRAF) comprehensive (level 3) assessments to establish levels of safety and risk to women and children referred (unless previously undertaken by another family violence agency).
- Using a 'Trauma Informed Approach' use your understandings of trauma to help validate a victims experience of trauma and its impacts and by using a range of therapeutic responses to make families safe and support them to re-establish their lives.
- Support clients to identify their needs and assist them in developing a personal support plan with goals to address priorities for themselves and their children.
- Identify appropriate referral services and facilitate access to services for clients.
- Regularly undertake case reviews in conjunction with clinical and administration supervisors.
- Liaise with crisis intervention services to make appropriate referrals when women and children are assessed as being unsafe.
- Establish and maintain contact with other internal/external relevant service providers to promote integration of services and develop new services in response to the needs of families in the community.
- Provide culturally sensitive services, specifically those relevant to the needs of Aboriginal people.
- As part of the YWHS team, implement the Intake/Referral systems that have been developed and link with other service providers.
- Support Prevention and Education activities and programs, and community development, as required.
- Support the development of safety plans and safety skills for workers.
- This role requires you to contribute towards the improvements of YWAHS service delivery as part of an integrated model (i.e.; wrap around services for clients and their families).

Key areas of accountabilities

Counselling and Intake

- Work directly with YWAHS clients by providing, Family Violence Risk Assessment, to establish levels of safety and risk, including ongoing analysis of the families' safety and well-being.
- Direct counselling, case management support, goal setting, advocacy and links into services and programs.
- Identify appropriate referral pathways and services to facilitate access for clients, where appropriate.
- Regularly undertake case reviews in conjunction with clinical and administration supervisors.
- Provide culturally sensitive services, specifically those relevant to the needs of Aboriginal people.
- Use a trauma informed approach to support clients to re-establish their lives.

Reporting and other requirements

- Maintain up-to date client records
- Input data on a weekly basis into appropriate data systems (e.g.; IRIS)
- Participate in regular general and external clinical supervision as negotiated with Manager, including development and implementation of work plans.
- Participate in annual reviews.
- Contribute to the development and implementation of YWAHS organisational plans.

Other responsibility areas (All staff)

Quality and Risk Management

Actively participate and incorporate continuous quality improvement and sound risk management principles to all aspects of the role and in accordance with YWAHS policies.

Professional Development & Education

- Undertake training as required as identified in conjunction with Manager.
- Actively take responsibility for maintaining professional knowledge and skills and obtain documented evidence of relevant continuing professional development as required.
- Participate in Prevention and Educational activities to support other staff and community groups.
- Participate in Cultural Awareness Training and Cultural educational activities relevant to the role within YWAHS on a regular basis.

Occupational Health and Safety

- Ensure a safe working environment is maintained for Yoowinna Wurnalung Aboriginal Healing Service staff and clients by adhering to a relevant policy, procedures and guidelines including identifying and reporting actual or potential problems or hazards.
- Report, using relevant documentation, all accidents, incidents or mishaps as well as injuries and or symptoms that may be related to workplace health and safety risks.
- Adhere to the prescribed safe working arrangement in all work operations.

Cultural Diversity

- Actively participate in a continuous process of developing cultural competence by broadening knowledge of and respect for diverse individuals and communities with emphasis on the local East Gippsland demographic.

Teamwork

- Work proactively with all members of the Yoowinna Wurnalung Aboriginal Healing Service Team in supporting the organisation and its strategic aims.

Position Requirements

Key Selection Criteria		
1	Bachelor of Social Work or equivalent tertiary qualification.	M
2	Demonstrated experience in working in the family violence sector or related areas, with an understanding of the issues underpinning family violence, particularly as it relates to an Aboriginal cultural context	M
3	Proven skills in assessing and counselling clients with complex needs, utilising Family Violence Risk Assessment Framework, particularly in the areas of child and adolescent management, family violence, individual and family counselling and group work.	M
4	Demonstrated knowledge of Aboriginal and mainstream family violence and community care organisations and referral pathways and supports.	M
5	Demonstrated understanding of Aboriginal culture and the history of intergeneration trauma, with a theoretical understanding of the issues underpinning family violence and therapeutic interventions in an Aboriginal cultural context.	M
6	Demonstrated knowledge and experience of trauma informed care and practice, or work within the A&D or mental health sector is desirable, but not mandatory.	D
7	Proven ability to work in a sensitive and non-judgmental manner, with clients who come from a variety of cultural and socioeconomic backgrounds.	M
8	Sound computer skills including use of email, internet, production of quality documents, and ability to maintain database.	M
9	Demonstrated excellent verbal communication, organisational and administrative skills	M
10	Demonstrated flexibility and willingness to work both independently and effectively as part of a multi-disciplinary team.	M

<p>Application Details</p>	<p>For further information contact:</p> <p>Daphne Yarram Chief Executive Officer, Yoowinna Wurnalung Aboriginal Healing Service Tel 03 41102100 or mob: 0408378808 Email daphney@ywahs.org.au</p> <p>Or</p> <p>Maureen Penwill Finance Manager / HR Support, Yoowinna Wurnalung Aboriginal Healing Service Tel 03 41102125 or mob: 0403234447 Email daphney@ywahs.org.au</p> <p>Additional Information</p> <ul style="list-style-type: none"> • YWAHS is an equal opportunity employer • Aboriginal and Torres Strait Islander people are encouraged to apply • The successful candidate will undergo relevant clearances and checks including criminal history check, works with children check (if applicable), right to work in Australia and relevant current drivers' licence <p>The successful candidate will be asked to provide copies of qualifications and professional memberships/registrations</p> <p>Application Information:</p> <p>Applications are to include a covering letter; resume (including 2 professional referees) and a separate response to the key selection criteria.</p> <p>Applications are to be submitted by email to: jobs@ywahs.org.au</p> <p>Closing Date for Applications: Close of business; Friday, 28 February 2020</p>
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