

## POSITION DESCRIPTION

### Aboriginal Family and Domestic Violence Support Worker

Position Details	
<b>Position:</b>	<b>Aboriginal Family and Domestic Violence Support Worker (Female Aboriginal and Torres Strait Islander Identified Position)</b>
<b>Classification:</b>	SCHCADS Social, Community, Home Care and Disability Service Industry Award 2010 and the DVAC Certified Agreement 2017 Level 4.1
<b>Hours:</b>	52.5 hours per fortnight – 7 days (9am to 5pm – days negotiable) Fixed Term Contract until 30.6.21
<b>Remuneration:</b>	\$37.51 per hour
<b>Accountability:</b>	DVAC Board of Management, CEO, Managers, Team Leader, Senior Practitioner and Staff Team.

### Organisation information

#### Vision

Passionate Leaders creating freedom from gender violence.

#### Purpose

DVAC works with clients and communities to eliminate, prevent and respond to domestic and family violence, and sexual violence by:

- Collaboratively providing quality support services;
- Challenging social norms and structures that enable people to use violence/enable the use of violence;
- Building awareness and capacity within the community; and
- Encouraging egalitarian relationships.

#### Philosophy Statement

The Domestic Violence Action Centre (DVAC) has a long history in providing high quality services to women, children and young people who have experienced domestic and family violence in the Ipswich, Toowoomba and surrounding regions. DVAC works from a feminist perspective. We have a gender analysis of domestic violence that understands that domestic and family violence is a result of systemic power imbalances and inequalities. We acknowledge the many barriers that exist for women and their families as they seek safety and support, and that women from diverse backgrounds can face unique barriers. We are strong advocates for change on all levels. We actively stand against all forms of oppression (including racism, sexism, ableism, homophobia, and multiple other forms of oppression) and believe in the right of justice, equality and fairness for all.

We regard women as the experts over their own life and we see our work as a partnership that is respectful, transparent and accountable. We work from a relationship-based approach where we are committed to sharing information, validating choices and ensuring we provide a safe space that always non-judgemental and supportive.

We aim to consistently apply the same set of values and principles to all levels of our work – with clients, with colleagues in our organisation, and in our valued relationships with other workers and organisations within the service sector. We aim for a high level of integrity in all aspects of our work and we welcome feedback and input from all those involved with our service.

Through high quality service delivery combined with education, training, awareness raising and activism against violence in all its forms, our hope is to use our passion as leaders to create a world free from gender violence.

### **The Organisation**

You will find detailed information about the organisation on our website [www.dvac.org.au](http://www.dvac.org.au)

### **Equal Employment Opportunities**

DVAC values diversity in our workforce, and as such encourages applications from women from Aboriginal or Torres Strait Island backgrounds. DVAC also encourages women from culturally or linguistically diverse backgrounds to apply for vacant positions. DVAC recognises and celebrates the unique benefits that employing a diverse group of women with a broad range of life experiences, brings to the organisation. DVAC has an exemption under Section 25 of the *Anti-Discrimination Act 1991 (QLD)* and it is a general occupational requirement that all applicants identify as female.

## **Position Summary**

The Aboriginal Family and Domestic Violence Support Worker provides a holistic domestic violence response to people who have experienced or are experiencing domestic and family violence using a trauma informed, case management approach. The role will primarily work within the context of the Intake team and Liworaji Aboriginal Corporation.

## **Key Responsibilities and Outcomes**

### **Service Delivery:**

- Provide phone and face to face risk assessment and crisis support including safety planning, crisis support, advocacy, information and referral;
- Provide information to individuals who are experiencing Family and Domestic Violence.
- Support in case coordination of clients;
- Liaise and work with stakeholders and internal DVAC staff to ensure appropriate access, eligibility and support of clients in the service;
- Undertake administrative duties associated with direct service delivery and data collection.
- Provide access to specialist information and workshops

### **Staff Team:**

- Participate in the development of a supportive and safe working environment for all staff, including clear communication pathways and consultative decision-making practices;
- Abide by the DVAC communication commitment and associated procedures in relation to respectful and direct communication;
- Actively prepare for, and participate in regular supervision with direct line supervisor;

- Accountability of work practices and professional development in relation to the direct work with clients and organisational practices;
- Participate in regular and ongoing consultation with the Leadership and staff team where necessary and appropriate, to discuss issues that may impact on service delivery;
- Participate in support systems within the organisation including staff meetings, team supervision, staff appraisals, and informal contact; and
- Receive peer support as a part of the staff team.
- Engage with cultural mentoring from Liworaji Aboriginal Corporation

### Organisational Responsibilities

- Participate in the identification of trends to inform appropriate service development including funding submissions;
- Ensure the provision of culturally, gender and age appropriate services to clients in accordance with service values and requirements;
- Increase knowledge and skills to ensure the provision of culturally, gender and age appropriate services to clients;
- Advocate on behalf of the service within the funded area;
- Participate in the monitoring of legislative and policy developments;
- Participate in planning, policy development and other organisational activities;
- Participate in media activities where appropriate;
- Participate in completing program specific monthly written reports to the CEO and the Board as well as completing data entry for quarterly reports for the funding body in consultation with the Manager;
- Participate in community engagement events on behalf of the organisation, such as those planned during Domestic and Family Violence Prevention Month, Sexual Violence Prevention Month and NAIDOC week;
- Participate in all internal Organisational and Board meetings as required;
- Comply and contribute to the established accountability systems in place in the organisation;
- Increase knowledge regarding feminist practice and its application in working against domestic and family violence and sexual violence;
- Work within the *Practice Standard for Working with Women affected by Domestic & Family Violence* developed by the Department of Communities Qld, the *Qld Government Interagency Guidelines for Responding to Adult Victims of Sexual Assault* and the *National Standards of Practice Manual for Services Against Sexual Assault*;
- Undertake any other duties as lawfully directed by Leadership.

### Accountability

The Aboriginal Family and Domestic Violence Support Worker is required to work within the philosophy, objectives and policies of the organisation including:

- Working within a feminist framework;
- Working as a member of the staff team;
- Utilising consultative and collaborative processes.

The Aboriginal Family and Domestic Violence Support Worker is accountable to the Senior DV Specialist and Team Leader, though will also report to the Managers, CEO and Board as the employing body. The Aboriginal Family and Domestic Violence Support Worker will comply with the established processes for ensuring the transparency of all decisions and actions taken in the course of the work. The worker will also be accountable to the staff team and the consumers of the service.

## Preferred Qualifications and Experience

- Possession of relevant tertiary qualifications in the psychology, social work or human services field would be desirable.
- Experience and skills in risk assessment, safety planning, crisis work, case management and advocacy would be desirable.
- Experience and skills in working in community-based organisations;
- Knowledge and skills to ensure the provision of culturally, gender and age appropriate services to clients;
- Working knowledge of or the ability to acquire understanding of the Domestic & Family Violence Protection Act 2012 and knowledge of court and legislative proceedings as they relate to the Act would be desirable;
- Current driver's licence and Blue Card; and
- All DVAC staff are required to complete a National Police Check upon successful offer of position.

## Personal Attributes

- Passion for working with women in a rapidly changing, intensive, crisis driven environment;
- Ability to remain calm and make professional assessments under pressure;
- Well-developed interpersonal and communication skills to include negotiation, advocacy and conflict resolution;
- Ability to advocate while maintaining positive relationships with both stakeholders and colleagues;
- Ability to be organised, prioritise and manage time effectively in the face of multiple demands;
- Willingness to engage in honest, transparent, reflective and accountable practice;
- Ability to connect daily crisis work with larger organisational goals and community outcomes;
- Values which match the values and the feminist ethos of the organisation.

## Applying for this position

Please send a current CV to Liz at [LizA@dvac.org.au](mailto:LizA@dvac.org.au) using the subject line "Aboriginal Family and Domestic Violence Support Worker EOI" by 9 am, 2<sup>nd</sup> November 2020.

## Selection Criteria

1. What qualities and experiences make you suitable for the position? Please demonstrate.
2. Explain how you could immerse your culture into work as a strength to support victims
3. Please share with us some of your local knowledge and service systems you currently use.
4. What would you like to achieve if you were successful for this role?