



POSITION DESCRIPTION

Integrated Response Service

Position Details	
Position:	Integrated Response Service Worker (IRSW) 0.6 FTE Permanent position with 6-month probationary period. Commencing ASAP.
Classification:	Social, Community, Home Care and Disability Services Industry Award 2010 and the DVAC Certified Agreement 2017. Level 5.1 – 5.3.
Salary:	\$44.00 - \$46.24 (hourly rate) or \$85,800 to \$90,168 pro rata per annum
Additional Benefits:	Generous above award conditions. See EBA link DVAC Enterprise Bargaining Agreement 2017
Hours:	45 hours per fortnight. (Monday to Friday 9am-5pm) Agreed Days to be confirmed.
Accountability:	DVAC Board of Management, CEO, Managers, Team Leader and Staff Team

Organisation information

Vision

Reduce the prevalence and impact of gender based violence in our communities.

Mission

To provide services that support survivors on their journey for safety and healing from sexual, domestic and family violence.

To be leaders of service excellence.

To advocate for lasting change and accountability.

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 particular and 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 is 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

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 Integration Response Service Worker is primarily responsible to develop and maintain strong links and partnerships with organisations, services and community partners in developing a local Domestic, Family & Sexual Violence Prevention Plan for the Ipswich region.

The role will be responsible for managing DVAC's social media profile and assisting in events planning across both sites with a focus to improve the reach and efficacy of the organisations integrated response in addressing the drivers of domestic, family and sexual violence.

Key Responsibilities and Outcomes

Service Delivery

- Organise and lead community awareness raising initiatives including for Domestic and Family Violence Prevention Month, Sexual Violence Awareness Month and the 16 days of Activism each year;
- Participate in networks with key stakeholders in the Greater Ipswich area to improve the community response to domestic, family and sexual violence;
- Plan, develop and maintain DVAC's profile on Social media such as Facebook, Twitter, LinkedIn and You Tube through regular posts and an innovative Social Media Strategy;
- Generate donations through development of DVAC's online presence;
- Support the organisation of the quarterly Practice Forums with the help and participation of the staff team;

- Deliver presentations and training to local service providers and community organisations to raise awareness regarding domestic, family and sexual violence prevention and DVAC service provision.
- Undertake administrative duties associated with service delivery and data collection;
- Assist with donations and Christmas present process for clients
- Organise annual focus groups with women who have accessed the service in collaboration with Team Leaders and Service Manager.

Staff Team

- Participate in the development of a supportive and safe working environment for all staff, including clear communication paths 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 performance appraisals with the Supervisor;
- Undertake internal and external professional supervision to ensure accountability of work practices and professional development in relation to the direct work with women and organisational practices;
- Participate in regular and ongoing consultation with Supervisor and management team, and the staff team where necessary and appropriate, to discuss issues that may impact on work performance;
- Participate in support systems within the organisation including staff meetings, team supervision, staff appraisals, and informal contact; and
- Provide and receive peer support as a part of the staff team.

Organisational Responsibilities

- Participate in the identification of trends to inform appropriate service development;
- 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 media activities where appropriate;
- Participate in planning, policy development and other organisational activities;
- Participate in staff meetings and the 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 Domestic and Family Violence Services Practice principles, standards and guidance and Qld Government Interagency Guidelines for Responding to Adult Victims of Sexual Assault and the National Standards of Practice Manual for Services Against Sexual Assault; and
- Undertake any other duties as lawfully directed by the CEO, Service Manager or Team Leader.

Accountability

The IRSW 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 IRSW is ultimately accountable to the Service Manager but will also report to the CEO and the Board as the employing body. The IRSW will comply with the established processes for ensuring the transparency of all decisions and actions taken in the course of the work. The IRSW 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 human services field;
- Experience working in the domestic, family and sexual violence sector;
- Experience of working in a community-based organisation and a feminist framework;
- Experience delivering training and public speaking;
- Expertise using current social media platforms;
- Current driver's licence and Blue Card;
- All DVAC staff are required to complete a National Police Check upon successful offer of position;
- Extensive experience with IT systems such as Microsoft 365 and online Social Media platforms.

Personal Attributes

- Passion for working with the community to raise awareness of the drivers of domestic, family and sexual violence;
- Ability to speak in public with confidence to a wide range of stakeholders;
- 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 practice with larger organisational goals and community outcomes.

Applying for this position

Please send a current CV along with a no more than **2-3 page** expression of interest document addressing the below selection criteria to Liz at LizA@dvac.org.au using the subject line "Integrated Response Service Worker EOI".

The closing date is 9am on 23rd August 2021.

Selection Criteria

1. Outline your knowledge of the issues affecting women and children experiencing domestic family & sexual violence and your understanding of the drivers that continue to reinforce gender inequality.
2. Outline your experience and skills in working with stakeholders and services in addressing integrated responses to domestic, family and sexual violence.
3. Outline your extensive work experience with managing social media platforms.
4. How have you built and maintained positive, effective and collaborative working relationships with a range of different stakeholders?
5. How have you developed your ability to manage projects independently and successfully as well as manage time and budgets effectively and prioritise competing demands?