



Empower coach position description

About Juno

Juno works with women in Melbourne's northern suburbs who are experiencing homelessness and family violence. Formerly known as WISHIN*, we have a long history of partnering with women to help them make lasting change in their lives.

We are an independent, feminist organisation, run by women for women, with a commitment to social change. Our approach to support is non-judgemental, evidence-based, trauma informed and person-centred.

Juno's staff work with an intersectional feminist lens, recognising the many ways women can be marginalised and the cumulative effects that multiple forms of discrimination can have. We speak out and amplify the voices of women to increase awareness of the challenges they face, the support required and to advocate for change to the systems and structures that hold them back.

Our primary role is helping women in crisis and their children find secure accommodation and access resources. We also support them to find and move into long term housing and access other specialised supports.

Juno also works in partnership with women who have experienced homelessness and family violence to promote early access to information and build capacity to avert future housing crisis.

Position purpose

The Empower coach works in partnership with women to set and reach goals across life domains including wellbeing, housing, finance and career.

Empower is an evidence-based program that has been developed with an understanding of poverty and trauma. Juno is one of the first organisations to run this program in Australia and the coach and participants will be involved in program design and evaluation.

Reports to

Empower Lead Coach

Location

The office is in Preston.

Tenure and time fraction

Contract until June 30, 2022
22.8 hours per week (0.6 EFT)

Classification

SCHADS 2010, level 5

Exemption

Juno has a pending renewal of an Equal Opportunity Exemption (A99/2012) and requests applications from women only.

Position accountabilities

Coaching

Using a framework of unconditional positive regard and economic mobility pathways framework:

- provide coaching and mentoring for participants as they complete the Empower bridge and goal development process.
- incorporate an understanding of the role of intersectionality, gendered poverty and trauma in the goal setting and achievement.
- employ a participant-centred approach throughout all stages of coaching relationship.
- use motivational interviewing techniques to coach participants as they develop strategies to overcome challenges to goal success.
- support participants in the continual process of planning, achieving, and reviewing goals through regular documentation and review.

Fosters self-assessment and self-belief.

- Works with women to develop the capacity to aspire and provides a platform for the building of positive identity.
- Mindfully shares tools for self-assessment and reflection, particularly focusing on executive functioning.
- Assists the participant to identify her own core values and align economic mobility goals with these values.
- Mentors' participants with both intrinsic and extrinsic motivation.
- Understanding of participant's desires and belief and ability to explore goals that match desires and areas where lack of belief may be blocking them.

Supporting women's goals

- Provides framework for goal-setting that is grounded yet enables the power of high-expectations.
- Flexibility in coaching to incorporate individual understanding of executive functioning strengths and areas for growth in the goal setting process.
- Mentors' participants with strategizing, including working with women to explore alternatives, weigh options, reflect on what has worked in past and make plans for setbacks.
- Regularly follows up with participants in reflection and progress towards goal achievement.
- Creates and facilitates group work sessions with lead coach.

Collaborates to build capacity

- Provides opportunities for women to link with peer support.
- Is responsive rather than reactive in work with women and focuses on building up an individual's ability to do for themselves and move away from service dependence.
- Builds a strong relationship of collaboration built on mutual trust and unconditional positive regard.
- Actively respects women's values and goals for their future.
- Positively supports women to practice forward-looking work and maintain focus on big picture goals.

Continuous quality improvement

- Ensure the effectiveness of project by accurately collecting and documenting project participation information and data.
- Prompt responding to participant /stakeholder feedback.
- Regularly reviewing project milestones and outcomes and identifying areas for improvement.

Organisational resilience

- Promoting the organisation's mission, policy and practice frameworks, guidelines and programs.
- Be part of a positive, responsive and flexible team.
- Acting professionally when representing Juno using the organisation's resources responsibly.

Professionalism

- Applying relevant theories, models and frameworks to all areas of practice
- Regularly reviewing own practice and identifying areas for improvement.
- Applying ethical frameworks to own behaviours, acting with integrity

Key selection criteria**Qualifications**

- A tertiary qualification or relevant work experience in Social Work, Psychology, Coaching, Community Development, Community Services, Financial Counselling or an equivalent field.

Specialist knowledge and competencies

- Demonstrated experience working in a community services, employment services, financial counselling or family violence organisation using a person-centred framework.
- Demonstrated experience mentoring/coaching participants to develop and achieve goals.
- Understanding of trauma and recovery orientated approaches.
- Demonstrated application of feminist informed, evidenced based and trauma informed frameworks of practice.
- Is responsive rather than reactive in work with women and focuses on building up an individual's ability to do for themselves.
- Considers intersectionality when delivering programs and services.

**Position
competencies**

- Experience in motivational interviewing would be an asset.
- Demonstrated capability in assessing complex client risk, making timely and appropriate decisions and tailoring information, options and resources to the needs of individual clients.
- Creates innovative spaces and opportunities for women from community to participate in collectively challenging injustices.
- Skilfully communicates in a way that partners with consumers in the decision-making journey to create reasonable expectations and promote understanding of the rationale for decisions and actions.

**Additional
requirements**

- National criminal history check
- Working with children check (Victoria)
- Driver's licence (Victoria)