

Position Description

TITLE OF POSITION:	Training Practitioner
POSITION TYPE & TENURE:	CASUAL
REPORTS TO:	Training Manager
DIRECT REPORTS:	n/a
LOCATION:	Australia Wide
DATE APPROVED:	SEPTEMBER 2021

ABOUT NO TO VIOLENCE

No to Violence is Australia's largest peak body for organisations that work with men who use family violence, providing training, sector development and advocacy across the sector. We also operate the Men's Referral Service, providing counselling and referral pathways directly to men who use violence. As a pro-feminist organisation, women and children are at the centre of what we do - by ending men's use of family violence, families, individuals, and communities are safer.

ROLE OVERVIEW

No to Violence is a major provider of men's family violence training in Victoria. The Training Team delivers the Graduate Certificate in Client Assessment and Case Management. Additionally, NTV have developed a range of non accredited training programs to build skills, practice and capacity across the human service system to work effectively with men who use family violence. No to Violence also develops and delivers tailored training for specific organisations and groups. Training is delivered in metropolitan and regional areas across Victoria as well as interstate through a technology online mediated platform.

The Training Practitioner role is responsible for contributing to the design review, development and delivery of accredited and non-accredited training, providing high quality training that delivers clear learning outcomes. NTV Training packages are regularly reviewed and undergo a quality compliance process to ensure they incorporate emerging research and reflect best practice in working with men who use family violence for the safe outcomes for victim/survivors.

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KEY RESULT AREAS	
KEY AREA	KEY ACCOUNTABILITIES
Training design and development	<ul style="list-style-type: none"> ▪ Contribute to the design and development of evidence-based training programs and professional development, including in the areas of direct practice interventions with men who use family violence, relevant supervision practices and approaches, reflective practice, and primary prevention interventions. ▪ Contribute to continuous improvement evaluation activities, ensuring that training programs and materials are accessible, appropriate and able to be tailored to address the diverse needs of specialist services, allied professionals and non-family violence corporate workplaces. ▪ Keep up to date with emerging research, key policy implications for practice, and best practice approaches to engaging men who use family violence. ▪ Contribute to evaluation processes, including regular reviews to ensure training programs reflect emerging research and practice evidence. ▪ Ability to work with Learning Designers, NTV policy and research and practice development teams and integrate diverse learning into family violence training.
Training delivery	<ul style="list-style-type: none"> ▪ Deliver high-quality training programs to a wide range of professionals and organisations across Australia, either as a sole facilitator or in a co-facilitator role ▪ Able to confidently deliver online training using Zoom and Collaborate ▪ Engage in debrief, trainer/manager feedback and evaluation processes, identifying areas for improvement
Compliance	<ul style="list-style-type: none"> ▪ Engage in line management direction and guidance and monthly team meetings. Where required group and team reflection processes. ▪ Able to engage with and contribute to transparent and accountable processes, seek instruction and guidance and comply with appropriate decision making and approval processes. ▪ Ensure all NTV training and development products comply with NTV's compliance obligations including statutory and regulatory requirements, overarching governance frameworks and NTV policies and procedures. ▪ Provide specialist, evidence-informed training interventions relating and linked to contemporary best practice understandings, state and federal policy and competency-based training frameworks and approaches. ▪ Provide broader systemic context within the specialist men's family violence field to ensure NTV training programs reflect contemporary best practice within overlapping sectors (eg. AOD and mental health)
Stakeholder engagement	<ul style="list-style-type: none"> ▪ Contribute to contextualisation to accommodate training requirements and develop contextualised materials (ie. Case studies) for tailored packages. ▪ Work in collaboration with the workforce development team to deliver, co train and ensure feedback survey data is sourced to evaluate training programs.
Team collaboration	<ul style="list-style-type: none"> ▪ Provide information, support and advice to other training team members and other NTV teams on training practices and learning outcomes. ▪ Work in respectful, open and self-accountable ways within the Training team, Training Manager, Training Administrator, Head of Workforce Development and broader NTV staff. ▪ Active participation and contribution in regular line management supervision

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	<ul style="list-style-type: none">▪ Actively participate and contribute in team group supervision▪ Active participation and contribution in regular team meetings, sharing of resources and best practice approaches▪ Actively participate and contribute in internal meetings as requested at NTV and share resources as appropriate
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EXPERIENCE AND QUALIFICATIONS

ESSENTIAL:

- Certificate IV in Training and Assessment or higher qualification in vocational education and training. Or working towards or equivalency in professional experience.
- At least one (1) year demonstrated experience in the design and development of training and professional development programs.
- Knowledge of evidence-based practice as it relates to both prevention and response to family violence.
- Demonstrated knowledge of family violence systems across Australia, including key policies and legislation that impact on direct practice.
- Comprehensive understanding of the dynamics and impacts of family violence, its gendered nature and the need for appropriate responses through working with men.
- Excellent verbal and interpersonal skills, including presentation, training and group facilitation skills.
- Ability to utilise Zoom functionality (chat and breakout functions)

DESIRABLE:

- Experience in the specialist family violence sector, with specific emphasis on working with men who use violence against women and children.
- Experience in the delivery of material relevant to the prevention of violence against women
- Experience in working in the AOD and mental health sectors

OTHER REQUIREMENTS

- Legal entitlement to work in Australia and current Police and Victorian Working with Children Checks.
- Regional and interstate travel will be required from time to time
- A personal commitment to the practice and principles of non-violence, justice, social inclusion and gender equity
- High professional ethics, use of confidentiality, discretion and initiative to stay focussed on reducing FV, within job scope
- Commit to working inclusively with Aboriginal and Torres Strait Islander people, people from culturally and linguistically diverse communities, LGBTQI and people with disabilities A personal commitment to the practice and principles of non-violence, justice, social inclusion and gender equity.

Signature of Job Holder _____ Date signed _____