



POSITION DESCRIPTION

Female Men's Behaviour Intervention Co-Facilitator Toowoomba

Position Details	
Position:	Female Men's Behaviour Intervention Co-Facilitator Toowoomba
Classification:	SCHADS Social, Community, Home Care and Disability Services Industry Award 2010 and the DVAC Certified Agreement 2017 Level 5.1 – 5.3
Salary:	\$55.00 - \$57.81 per hour
Additional Benefits:	Generous above award conditions. See EBA DVAC Enterprise Bargaining Agreement 2017
Hours:	Casual Position
Accountability:	DVAC Board of Management, CEO, Service Manager and Team Leader

Organisation information

Vision

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

Purpose

DVAC works with individuals 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 to address violence
- 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 gendered analysis of domestic violence that understands that domestic and family violence is a result of systemic power imbalances and inequalities. We work from a position of ensuring safety for women and children while holding perpetrators accountable for their behaviour.

Our Organisational values are the pillars for our work. Our values are Community, Accountability and Resilience.

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 Co-Facilitator works alongside a second co-facilitator in leading participants attending the Men's Behaviour Intervention program to critically reflect on their behaviour in their intimate partner relationships.

A focus of the group is to prioritise women and children's safety through risk management and group work with the men who attend the program.

The purpose of the role is to:

- Guide men to critically reflect on their abusive and controlling behaviour, attitude and beliefs
- Be familiar with and follow the Duluth Creating a Process of Change for Men who Batter curriculum
- Prioritise women and children's safety Strengthen safety for women and their children and the accountability of men who use violence.

There are always 2 co-facilitators who facilitate all group sessions.

Key Responsibilities and Outcomes

Service Delivery

- Work alongside the Men's Behaviour Intervention Facilitators
- Work alongside the Men's Program Facilitator
- Identify and communicate risks and perceived risks that arise during the group program

Organisational Responsibilities

- Meet reporting requirements identified under the Men's Behaviour Intervention Program
- Ensure the provision of inclusive and culturally, gender and age-appropriate services to clients in
- Participate in community engagement events and network meetings on behalf of the organisation
- Comply and contribute to the established accountability systems in place in the organisation
- Work within [Domestic and Family Violence Services Practice Principles, Standards and Guidance](#); and [Perpetrator Intervention Services Requirements](#)

Accountability

The Men's Behaviour Intervention Co-facilitator required to work within the philosophy, objectives and policies of the organisation including:

- Working within a feminist framework
- Maintain professional boundaries
- Utilising consultative and collaborative processes
- Maintain confidentiality and timely communication
- Maintain confidentiality as per DVAC HR policy

The Men's Behaviour Intervention Co-Facilitator is ultimately accountable to the Team Leader but will also report to Men's Program Facilitator, the Service Manager, CEO and the Board as the employing body. The Senior DFV Specialist will comply with the established processes for ensuring the transparency of all decisions and actions taken in the course of the work. The Senior DFV Specialist will also be accountable to the staff team and the clients of the service.

Preferred Qualifications and Experience

- Possession of relevant tertiary qualifications in the human services field
- Hold Intermediate Facilitator experience and qualifications as outline in [Perpetrator Intervention Services Requirements](#) (January 2022)
- Strong experience and skills in gender-based violence risk assessment, trauma informed practice, safety planning, crisis support, DFV counselling, system advocacy and case management
- Well-developed interpersonal and communication skills
- A working knowledge of or the ability to acquire understanding of [Domestic and Family Violence Protection Act 2012](#) and knowledge of court and legislative proceedings as they relate to the Act
- 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

- Strong belief that perpetrators are able to change their behaviour
- Willingness to listen to the Survivor's voice
- Gender-based analysis of domestic and family violence
- Ability to work autonomously
- Keen sense of critical self-reflection skills and use of self in doing this work
- Good self-awareness of own values and understanding of the way that perpetrators will use violence
- 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 cover letter outlining how you meet the requirements of the role and a current CV to liza@dvac.org.au using the subject line "Casual Female Co-Facilitator -Men's Behaviour Intervention Service Toowoomba".

The closing date is 9am Monday 01.11.2021