



POSITION DESCRIPTION

POSITION TITLE:	Specialist Family Violence Worker (Counsellor/Case Worker)
PROGRAM:	Therapeutic Services
STATUS:	1.0 EFT – fixed term to End of December 2022
REPORTING TO:	Team Leader – Family Violence Services
LOCATION:	Thorne Harbour Country - 58 Mundy St. Bendigo
CLASSIFICATION:	VAC-GMHC Employment Agreement April 2014/SCHADS Level 5

1. ORGANISATIONAL ENVIRONMENT

Thorne Harbour Health is a community-controlled LGBTIQ+ health organisation, governed by our members, and working for our sex, sexuality and gender diverse communities.

For 35 years as the Victorian AIDS Council (VAC), the organisation led the Victorian community's response to HIV and AIDS. Our work has now moved beyond Victoria, and Thorne Harbour Health is responding to a broad range of issues. Thorne Harbour Health aims to improve the health, social and emotional well-being of LGBTIQ+ communities and those living with or affected by HIV, with a particular emphasis on bringing the HIV and AIDS epidemic to an end.

Our Vision

We envision a healthy future for our sex, sexuality and gender diverse communities, a future without HIV, where all people live with dignity and wellbeing.

Our Mission

We devise and deliver effective community-driven health and wellbeing programs. We advocate to reduce stigma and discrimination.

For more information on our organisation, please visit our website www.thorneharbour.org

2. PROGRAM CONTEXT, ROLE & FOCUS

The Therapeutic Services & Capacity Building Program (TSCB) provides specialist support services to the LGBTIQ+ community and those living with, affected by, or at risk of HIV, combining counselling, family violence and AOD teams.

Thorne Harbour Health's services to the LGBTIQ+ community and people living with HIV recognise the importance of specialist responses led by the LGBTIQ+ community for the community and that HIV related programs adhere to the principles of the meaningful involvement of people living with and affected by HIV. TSCB provides therapeutic counselling and support services to individuals, couples, and families as well as group programs. These specialist services target the LGBTIQ+ community and people living with or affected by HIV or Hepatitis C.

Thorne Harbour Health's Family Violence Program includes victim/survivor support, recovery and case management as well as perpetrator programs including case management and behaviour change.

Thorne Harbour Health currently offers flexible support packages for LGBTIQ+ people seeking to leave or who have recently left abusive relationships. The packages are provided as a state-wide service to clients with an existing care plan and the support of a case manager. Thorne Harbour Health is also able to support these packages with internal case management.

ReVisioning is a 20-week Men's Behaviour Change program for gay, bisexual and queer men (inclusive of cisgender and trans-masculine) who are perpetrators of family violence. Participants must agree to their current or ex-partners being contacted by a partner support worker for the duration of the program. This program now includes individual victim/survivor centred case management for perpetrators.

TSCB also delivers Training & Capacity Building in the areas of LGBTIQ+ health and people living with or affected by HIV or Hepatitis C.

The TSCB team is made up of professionals from different disciplines and with expertise in a variety of therapeutic modalities. Clinicians are all professionally qualified and registered with appropriate governing bodies.

3. POSITION ROLE AND RESPONSIBILITIES

- Deliver high quality, evidence-based, case work and trauma informed counselling to clients from the LGBTIQ+ community and those living with HIV, who have experienced family violence.
- To provide evidence based, victim/survivor centred case management support to perpetrators of family violence.
- To ensure work with clients is underpinned by intersectional feminist approaches and outcome-focussed plans.
- To work effectively and collaboratively with other service providers to ensure clients have access to wrap-around, integrated services.
- To provide information, referral & intake services including intake assessments for Thorne Harbour Health Family Violence Programs when required;
- To undertake timely family violence, child safety and suicide risk assessments of all current clients and those presenting to the service.
- Contribute to the design of family violence group programs and provide co-facilitation of family violence group programs.
- Maintain accurate records of client case notes and contacts and ensure data entry on the client data base is up to date, accurate and complete.
- Maintain the required client case management caseload.
- Provide secondary consultation and advice to both mainstream service providers and other LGBTIQ+ community services.

4. KEY SELECTION CRITERIA

Qualifications

1. Relevant tertiary qualification in health or community services, such as social work, psychology, or counselling
2. Eligibility for membership of a relevant professional association (e.g., AASW, AHPRA, APS, PACFA)

Skills and experience

1. Knowledge of, and experience with, evidence-based therapeutic frameworks suitable for case management and trauma recovery counselling including brief interventions and victim/survivor centred practice.
2. Experience and competence in the provision of family violence assessment, risk management, case planning, and discharge planning
3. Experience and competence in the design and delivery of counselling / case management involving a diverse client group, preferably from LGBTIQ+ communities and their families and/or with people living with or affected by HIV, Hepatitis C.
4. A commitment to recovery-oriented approaches, acknowledging and building on people's own resilience and resources.
5. Advanced organisational skills, demonstrating capacity to provide client-centred care coordination across providers to facilitate service access and care continuity.
6. An interest and willingness to work with people from LGBTIQ+ communities, including people living with HIV and those with family violence issues in a non-judgmental and respectful manner.
7. Ability to convey warmth, openness, empathy and concern for the wellbeing of clients and their families.
8. Highly developed oral and written communication, organisational and administrative / reporting skills

5. CONDITIONS OF EMPLOYMENT

- **All applicants must be able to provide proof of full COVID-19 vaccination.**
- Salary is paid in accordance with the VAC-GMHC Employment Agreement 2014. The classification for the position is SCHADS Level 5
- Salary packaging is available at Thorne Harbour Health; it is a legitimate method of restructuring existing salary into a combination of salary and expense payment benefits to provide a higher net remuneration for the employee.
- Employer's contribution to superannuation (10%) will also be paid.
- Conditions of employment are as stated in the VAC-GMHC Employment Agreement 2014.
- The position is for 38 hours per week.
- Completion by Thorne Harbour Health of a satisfactory police check and Working with Children check
- A willingness and ability to work flexible hours is required, including some early morning, evening and weekend meetings and other work-related commitments.
- A Confidentiality Agreement must be signed.
- Thorne Harbour Health is an equal opportunity employer. All staff members are required to contribute to creating a non-discriminatory workplace.
- Thorne Harbour Health provides a non-smoking workplace.
- Membership of the appropriate union is strongly encouraged.
- Applicants must either be Australian citizens, or have permanent resident status.

6. PROFESSIONAL SUPERVISION

Thorne Harbour Health has a commitment to ensuring that staff members receive high quality supervision on a regular basis. This role is required to attend this supervision.

7. WORKPLACE HEALTH & SAFETY

As an employee of Thorne Harbour Health, staff need to strive to ensure a safe and healthy workplace by complying with the provisions of Section 25 of the Occupational Health and Safety Act 2004 (Duties of Employees).

8. APPLICATION PROCESS

Written applications addressing the selection criteria and including a resume and the names and contact details of three professional referees should be sent to recruitment@thorneharbour.org

For further enquiries please contact: Jessica Hunter, Team Leader Family Violence. Ph: 9865 6700 or via email: jessica.hunter@thorneharbour.org

Applications close: Sunday, 19th December 2021.

Important: it is essential that applicants specifically address the selection criteria. Where selection criteria have not been addressed, applications will not be considered.