



POSITION DESCRIPTION

Children's Counsellor

| Position Details | |
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| Position: | Children's Counsellor 1 FTE Contracted position until December 31, 2023 with 6-month probationary period |
| Classification: | Social, Community, Home Care and Disability Services Industry Award 2010 and the DVAC Certified Agreement 2017. Level 5.1 |
| Salary: | \$44.00 (hourly rate) or \$85,800 pro rata per annum. |
| Additional Benefits: | Generous above award conditions. See EBA DVAC Enterprise Bargaining Agreement 2017 |
| Hours: | 75 hours per fortnight (9am to 5pm Monday to Friday) |
| 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.

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; and
- 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 individuals from all cultural backgrounds.

Position Summary

The Children's Counsellor is required to provide

- Outreach to community and school locations to children and young people who are impacted or at risk of experiencing domestic and family violence.
- Short – medium term virtual and/or face to face counselling services, youth initiatives including groups to children and young people living within Ipswich, Toowoomba, Darling Downs and Southern Downs regions.
- Individual risk and needs assessments, safety planning and case management

Key Responsibilities and Outcomes

Service Delivery

- Provide specialist attachment and trauma informed individual counselling to children and young people who have experienced or are experiencing domestic and family violence or at risk of using violence in their dating relationships
- Provide dyadic and systemic intervention planning with clients to support attachment relationships as appropriate
- Undertake face to face or virtual risk and needs assessment, case planning with children and young people and in some cases for children under 14 years their non-offending parent or caregiver.
- Undertake and/or participate in case coordination and case management of clients where required
- Report risk management issues that may impact upon the safety and health of clients to the Counselling Team Leader or Team Leader in different program in their absence
- Support and resource service providers in relation to any aspect of domestic violence
- Liaise with other service providers regarding possibilities for collaboration in service delivery, particularly in relation to joint delivery of groups with all client groups
- Liaise and work cooperatively with other workers within the service to ensure appropriate access, eligibility and support of clients in the service
- Be responsible for minor financial delegations attached to the program ensuring fiscal liability within the appointed budget
- Moderate to advanced IT skills and proficient in working with Microsoft Office programs
- Undertake administrative duties associated with direct service delivery and data collection

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 Code of Conduct, communication commitment and associated procedures in relation to respectful and direct communication
- Actively prepare for, and participate in regular performance appraisals with direct line manager and Service Manager
- Undertake internal and external professional supervision to ensure accountability of work practices and professional development in relation to the direct work with clients and organisational practices

- 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.

Organisation in accordance with service values and requirements and industry practice standards:

- Participate in the development of the provision of anti-discriminatory, Child Safe and client-centred practice in accordance with service values and requirements
- Advocate on behalf of clients and the service within the funded area
- Participate in completing program specific monthly written reports to the Service Manager and the Management Committee as well as completing data entry for quarterly reports for the funding body in consultation with the Service Manager
- Participate in staff and team meetings fortnightly and Management Committee meetings as required
- Represent the service to funding bodies, external stakeholders, media as required
- Participate in the monitoring of legislative and policy developments regarding domestic and family violence and sexual violence
- Work within the *Qld Government Interagency Guidelines for Responding to Adult Victims of Sexual Assault* and the *National Standards of Practice Manual for Services Against Sexual Assault*; *The Standards of Practice Manual for Services Against Sexual Violence* and *Qld Government Interagency Guidelines for Responding to People who have Experienced Sexual Assault*
- Undertake any other duties as lawfully directed by the CEO or Team Leaders.

Accountability

The Children's Counsellor 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 Children's Counsellor is accountable to the Counselling Team Leader who also reports to the CEO and the Board as the employing body. The Children's Counsellor will comply with the established processes to ensure transparency in all decisions and actions taken in the course of their work. The Children's Counsellor will also be accountable to the staff team and the consumers of the service.

Preferred Qualifications, Experience & Requirements

- Possession of relevant tertiary qualifications in Social Work, Psychology or Counselling
- Experience in delivering trauma informed counselling, school based and group activities and recovery to children and young people
- Demonstrated knowledge, experience and or the opportunity to develop knowledge of Child development, trauma, attachment, and the impact of trauma from domestic & family violence on child development
- Experience and skills in working in community-based organisations utilising a feminist perspective and its application in working against domestic and family violence and sexual violence
- Knowledge and skills to ensure the provision of cultural, gender and age-appropriate services to clients
- Well-developed interpersonal and communication skills

- Working knowledge of the Domestic & Family Violence Protection Act 2012 and knowledge of Court and legislative proceedings as they relate to the Act, and working knowledge of the Child Protection Act 1999 Qld
- All DVAC staff are required to complete a National Police Check upon successful offer of position
- Current driver's licence and Blue Card
- Covid-19 Vaccination or medical exemption

Personal Attributes

- Passion for working with children and young people who have experienced trauma in a rapidly changing, intensive, crisis driven environment
- Ability to remain calm in stressful and complex situations when making professional assessments
- Well-developed interpersonal and communication skills to include negotiation, advocacy and conflict resolution
- 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
- Hold values that align with DVAC vision, mission, values, and philosophy
- Ability to make effective decisions in a timely manner and to escalate as appropriate.
- Agility and flexibility.

Applying for this position

Please send a current CV along with a cover letter introducing yourself and outlining your interest and your suitability for the role to Liz at liza@dvac.org.au by 9am Monday 31 January 2022