

Position Description

Men's Behaviour Change Program Worker



POSITION TITLE	Men's Behaviour Change Program Worker
CLASSIFICATION	Social, Community, Home Care and Disability Services Award 2010 – Level 5-6. Pay point dependent upon experience.
SALARY RANGE	\$90,085.84 - \$102,771.76 annually. Hourly rate \$45.59 – \$52.01. Salary and conditions of employment are as per Social, Community, Home Care and Disability Services Industry Award 2010 (SCHADS) and the Employee Bargaining Agreement (EBA). Copies of both the SCHADS Award and EBA are available at our office.
CONDITIONS	Employee Bargaining Agreement A mobile phone and laptop will be provided Flexible Work Arrangements available
WORK LOCATION	Office base is Bendigo (with other work as negotiated across the region as required)
TEAM	Programs and Services – Intervention Programs
HOURS OF WORK	Full time – 76 hours per week Normal hours of work are between 9am and 5.06pm Monday to Friday. Hours include daytime hours or group facilitation after hours on a weekday evening. Annual leave is negotiated taking into consideration the program requirements. Some out of hours work may be required.
DIRECT REPORTS	
ACCOUNTABILITY	Team Leader Intervention Programs

Position Purpose

The purpose of the Men's Behaviour Change Program Worker role is to work as part of an integrated family violence team that provides a coordinated, safety led response to individuals and families that prioritises the safety, protection and wellbeing of children and young people, the safety and empowerment of victims (primarily women), and the responsibility and accountability of those using violence in the family (primarily men).

Key Relationships

INTERNAL

- Leadership at CNV
- Staff at CNV

EXTERNAL

- Orange Door staff
- Sector organisations and stakeholders

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- DFFH, FSV & other Government departments

Key Accountabilities

Key Result Area	Performance expectations
Intake and Assessment	Conduct comprehensive individual intake and assessment interviews with men referred to the program.
Facilitation	Co-facilitate group programs as the Principal Facilitator with the purpose of stopping violence in the family and developing responsible and respectful relationships.
Counselling	Provide individual treatment readiness counselling when needed and exit interviews with men when they complete the program.
Referral Management	Proven ability to prioritise incoming referrals, workloads and implement demand management strategies.
Case Management	Provide Case Management to men eligible for this service.
Consultation	Provide secondary consultation and community education to other service providers.
Coordination	Coordinate all elements of the program such as: assessment, group program scheduling and facilitation, recording of data and reporting to external providers.

Competencies

Group Work Programs	Demonstrated experience in group work programs
Understanding of Family Violence	Sound understanding of issues underpinning family violence and its effects on women and children's lives.
Counselling Skills	Counselling skills and experience in the provision of casework/counselling services, particularly in family violence.
Organisational Skills	Well-developed organisational skills with the ability to effectively and independently organise one's workload, set priorities, ensure adherence to service standards and established guidelines.
Communication Skills	Well-developed communication (both oral and written) skills with the capacity to prepare reports, case notes and correspondence in a clear and concise language and the ability to assimilate information from varied sources.

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Information Technology Skills	Well-developed information technology skills including ability to enter data, maintain electronic client files, use a range of modern technology equipment.
Interpersonal Skills	Well-developed interpersonal skills with the capacity to liaise effectively with a wider range of clients and service providers including the ability to work cooperatively as a member of a team. Have a demonstrated ability to work in a professional manner conducive to effective team development.
Experience of Intervention Models	Knowledge and experience of intervention models appropriate to working with Family and Domestic Violence perpetrators, such as the Duluth Abuse Intervention Program, David Mandel's Safe and Together Model, Jenkin's invitational model and response-based practice perspectives.

Qualifications/Requirements

- Relevant tertiary undergraduate degree (in social work, psychology, counselling, or a related subject)
- A graduate diploma or graduate certificate qualification in men's family violence.
- 100 hours of experience facilitating men's behaviour change groups.

Key Selection Criteria

Applicants must address the Key Selection Criteria in writing to be considered for this position.

1. Knowledge and understanding of family violence within a gendered, feminist structure and men's use of violence against women and its impact on children and adolescents and a demonstrated commitment to the rights and safety and empowerment of victims of family violence.
2. Demonstrated experience in the coordination and co - facilitation of men's behaviour change group sessions.
3. Extensive knowledge of family violence risk assessment and management frameworks with the ability to conduct comprehensive assessments.
4. High-level organisational skills with a proven ability to organise one's work, prioritise incoming referrals, workload and manage demand whilst adhering to service standards.
5. Counselling skills and experience in the provision of casework/counselling services, particularly in family violence.
6. Demonstrated ability to work with limited supervision and exercise judgement and initiative in a fast paced and changing environment where practices and processes may not be clearly defined.
7. High-level communication skills (both oral and written) with the capacity to prepare reports, case notes and correspondence in a clear and concise language and the ability to assimilate information from varied sources.
8. Sound interpersonal skills with a demonstrated ability to work in a professional manner with a wide range of clients and service providers, including working cooperatively in a multi-disciplinary team to enhance teamwork, support client's needs and their best interests.

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Application Process

To apply for this role follow the process as outlined in the Application Process on the Careers page of our website <https://www.cnv.org.au/job-application-process>

Application close:

CNV is an Equal Opportunity Employer; values diversity and encourages applications from Indigenous people, people living with disabilities and culturally and linguistically diverse backgrounds.

Further information regarding employee benefits, organisational overview and further job opportunities can be found on the Careers page of our website www.cnv.org.au

Any enquiries can be directed to the People and Culture team on 03 5430 3000 or by email vacancies@cnv.org.au

Other Requirements

Mandatory prior to commencement	<ul style="list-style-type: none">• All competitive applicants are subject to a satisfactory National Police History Check as part of the recruitment assessment process.• Applicants who have lived overseas for 12 months or longer during the past 10 years are required to provide the results of an international police check.• A current Employee Working with Children Check (WWCC) card is required and will need to be provided prior to commencement of employment by the applicant. Currency will need to be maintained by the employee for the period of employment.• All employees are subject to child safety screening and assessment against child safety standards as part of our thorough recruitment process.• Employee's must hold a valid driver's licence to drive CNV fleet vehicles.• All employee's must meet all of the requirements of the Public Health Order for COVID-19 vaccinations.
Commitment to CNV's vision and philosophies	<ul style="list-style-type: none">• Act as an advocate for the highest standards of ethical and professional behaviour.• Strong commitment to CNV's vision, feminist values and principles including an understanding of the role and impact of gender and other inequalities in relation to that violence.
Code of Ethics	<ul style="list-style-type: none">• All employees of CNV are to act in the best interest of CNV as a whole with honesty, in good faith and with due care and diligence.

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	<ul style="list-style-type: none"> All employees must comply with CNV's Code of Ethics and agree to work according to our values of; Respect, Co-Operation, Social Justice, Empowerment, Transparent and Inclusive Practices Decision Making.
Equal Opportunity	<ul style="list-style-type: none"> CNV offers a work environment free of discrimination, sexual or other harassment, victimisation, vilification and bullying. Employees are expected to contribute to the maintenance of such a work environment.
Occupational Health & Safety Requirements	<ul style="list-style-type: none"> Perform all duties in accordance with the Occupational Health and Safety Act 2004 and all Regulations, Codes of Practice and CNV's policies and procedures. In addition, employees are expected to: <ul style="list-style-type: none"> Conduct themselves in a manner that will not endanger themselves or others; Participate in Occupational Health and Safety training; Assist with audits of work procedures, equipment and workplaces. Identify areas of improvement and contribute ideas and suggestions that promote safety awareness. Be aware of emergency procedures and codes. Report unsafe work practices, incidents, hazards and near misses. Report unacceptable workplace behaviors such as harassment and bullying.
Risk Management	<ul style="list-style-type: none"> Follow all CNV policies and procedures in relation to risk management. Participate in risk assessments. Demonstrate an understanding of, and a commitment to, CNV's Risk Management Framework. Report all hazards and incidents of which they become aware. <p>Educate and monitor staff knowledge and practice regarding Risk Management through the provision of induction/probation information, instruction, training and supervision.</p>
Privacy	<ul style="list-style-type: none"> CNV is governed by the Information Privacy Act 2000 and the Australian Privacy Principles (APPS) and is committed to protecting the information it collects, monitoring its use and maintaining its integrity. Therefore, any information collected will be solely for the primary purpose intended and will be destroyed when no longer required. Ensure all Privacy and Data Security practices as outlined in policy are being maintained by staff through the provision of induction/probation information, instruction, training and supervision.

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Use of Confidential Information	<ul style="list-style-type: none">• Employees shall not use confidential information to gain advantage for themselves or for any person or body, nor shall they use this information improperly to cause harm to any person, body or CNV.• Both during and after employment with CNV, employees must:<ul style="list-style-type: none">○ Not communicate confidential or private information to third parties.○ Not make use of any information gained through employment at the Centre for Non-Violence Inc for any purpose other than the discharge of official duties.○ Only access personal records, files and information to facilitate direct work.
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Position Description Changes

This Position Description is indicative of the initial expectation of the role and subject to change in line with requirements of CNV's goals and priorities, activities or focus of the job. The incumbent can expect to be allocated duties not specifically mentioned in this document, but within the capacity, qualifications and experience normally expected from persons occupying positions at this level.