

## CatholicCare NT Role Description

Position Title	Men's Behaviour Change Practitioner
<b>Position Number</b>	CC2683
<b>Salary</b>	Base Salary SCHADS Grade 5 Plus Superannuation Guarantee Contribution, 17.5% leave loading and salary packaging option
<b>EFT</b>	Full time 38 hours per week Monday to Friday
<b>Location</b>	Wadeye
<b>Commencement</b>	ASAP
<b>Completion</b>	Ongoing (subject to funding)
<b>Last Reviewed</b>	New role

### 1. Program Description

CatholicCare NT is a not-for-profit organisation, providing counselling services and programs to individuals, couples, families, children, groups, and agencies across the Northern Territory. CCNT has a commitment to the reduction of domestic and family violence (DFV) through targeting men as a primary change agent.

The Men's Behaviour Change Program (MBCP) is based in Darwin and Wadeye. The primary purpose of the program is to support the safety of women and children. The program supports men who have used violent, abusive and/or controlling behaviours within their family and intimate partner relationships to develop and maintain respectful attitudes and behaviours.

The MBCP program in Wadeye is a 24-week program that includes multi-day activities and assessments of participants and links heavily with the local cultural knowledge to develop the most effective interventions to disrupt the patterns of abusive behaviour. The program is delivered in a group setting, with individual outreach support, where participants are provided with education, strategies, and referrals to other services.

### 2. Purpose of the Position

The MBCP practitioner is responsible for the implementation and coordination of the program in Wadeye. The role is responsible to deliver against contractual requirements and program objectives by facilitating groups, undertaking DFV-informed risk management, delivering educational activities with other local stakeholders, working closely with local DFV services and linking men into relevant support groups such as men's healing and/or skill development programs that can help consolidate new skills. MBCP Practitioners may also be required to support other men's DFV programs.

### 3. Organisational Relationships

Works under general direction and reports to the Team Leader Wadeye.  
Supervises other staff and/or works in a specialized field

### 4. SCHADS Level 5 Characteristics

- Work under general direction from senior employees

- Undertake a range of functions requiring the application of a high level of knowledge and skills to achieve results in line with the organization's goals
- Adhere to established work practices. However, may be required to exercise initiative and judgment where practices and direction are not clearly defined
- Involvement in establishing organisation programs and procedures
- Will include a range of work functions and may involve supervision
- Required to provide expert advice to employees classified at a lower level and volunteers
- Application of knowledge gained through qualifications and/or previous experience
- Required to set priorities and monitor workflows in their area of responsibility, which may include establishing work programs in small organisations
- Required to set priorities, plan and organise their own work and that of lower classified staff and/or volunteers and establish the most appropriate operational methods for the organisation
- Positions responsible for projects and/or functions, will be required to establish outcomes to achieve organisation goals
- Specialists may be required to provide multi-disciplinary advice

## 5. Key Responsibilities and Performance Standards

### 5.1 Direct service delivery

- Contribute to the local co-design process of the MBCP in conjunction with the Program Manager for the program to be culturally appropriate and locally effective.
- Lead the delivery of the program, including assessment, intake, risk management, safety planning and group facilitation for MBCP.
- Provide integrated care across human services agencies
- Utilise program specific, evidence-informed frameworks alongside best practice approaches to working with Aboriginal and Torres Strait Islander communities
- Working relationships may take the form of casework, group work, community education or capacity building initiatives
- Support participants to develop strategies to behave more consistently with their values and engage in committed action, primarily through groupwork facilitation. This includes using skills and expertise to manage conflict, group dynamics and/or resistance and identify and challenge collusion, victim-blaming and minimisation of DFV
- Contribute to the development of content, evidence-base, protocols, policies and procedures for MBCP to ensure high quality service delivery and program integration with other CCNT programs and services
- Ensure program guidelines, code of conduct, and organisational policies are followed
- Comply with relevant WH&S and CS-Net audit requirements

### 5.2 Stakeholder engagement

- Develop and maintain collaborative networks and relationships with relevant government and community-based agencies, and community representatives, to enhance service delivery, referral pathways and ongoing support for participants
- Represent CCNT at relevant sector and community events and undertake activities that enhance awareness of the program and CatholicCare NT services in Wadeye and the NT

- Maintain professional relationships and appropriate boundaries with all participants, stakeholders and CatholicCare NT staff
- Represent CatholicCare NT in a professional manner at all times

### **5.3 Participate in Supervision and Evaluation activities by:**

- entering accurate data and case notes in line with program requirements
- providing reports and feedback as requested
- actively participating in evaluation activities
- attending supervision to reflect and review case management practices as per CatholicCare NT policy
- provide timely reports and feedback to the Men's Behaviour Change Program Manager when requested, consistent with contractual reporting agreements
- lead implementation of quantitative and qualitative evaluation methods

### **5.4 Safeguarding Children**

Our organisation takes child protection seriously, and as an employee/volunteer of CatholicCare NT, you are required to meet the behaviour standards outlined in our Safeguarding Children and Young People Policy (ORG/SP/P030). You will have received a copy of this policy as part of your induction. You can also access a copy of this policy via the Intranet.

All staff are to provide a service in line with our safeguarding children policies and procedures and are required to report any concerns of abuse and neglect toward children and young people to the relevant authorities as per policy and procedure. Any criminal charges or convictions received during the course of employment / volunteering that may indicate a possible risk to children and young people must be reported to the relevant Line Manager within forty-eight (48) hours.

## **6. Personal Attributes**

The incumbent must maintain strict confidentiality in performing the duties of the position and demonstrate the following personal attributes:

- Compassion, empathy, sense of justice and tolerance
- Demonstrated organisational fit with ability to work within a culture and values framework
- Team player with ability to work with others in a spirit of trust, respect, reflection and accountability
- Adaptable with resilience to work in difficult situations and willingness to work beyond the role description when required
- Ability to represent CCNT in a culturally appropriate and professional manner at all times

## **7. Work Conditions**

The MBCP Practitioner is located in Wadeye, a remote community in the Northern Territory. This position is place based and may include some weekend work, which is balanced by equivalent time off through the week, so that the total hours per fortnight does not exceed the normal 76 hours.

## **8. Selection Criteria**

- 1) At least one of the following 4 prerequisites:
  - I. degree with substantial experience;

- II. post graduate qualification;
  - III. associate diploma with substantial experience;
  - IV. substantial experience attained through previous appointments, service and/or study with expertise and competence sufficient to perform the duties required at this grade.
- 2) Demonstrated cultural competency, particularly in working with Indigenous people
  - 3) Understanding of the gendered nature of domestic and family violence
  - 4) Experience in evidence-based interventions, including facilitating group work, risk assessments and case planning.
  - 5) Strong interpersonal and communication skills including report writing and case note writing.

#### Desirable

- 1) Experience in delivering group interventions in cross-cultural settings
- 2) 100 hours experience in facilitating Men's Behaviour Change Programs
- 3) Graduate Diploma or Graduate Certificate in Men's Family Violence (or equivalent)

#### 9. Special Conditions

- 1) Must be an Australian Citizen or have unlimited work rights within Australia.
- 2) This position is subject to a satisfactory criminal history check.
- 3) Valid NT Drivers License and Ochre Card.
- 4) This position requires you to apply for a Working with Children Clearance/Ochre Card prior to your employment commencement date and send us receipt of payment. This will be at your own cost.
- 5) If you have resided in an overseas country for 12 months or more in the past 10 years, this position requires you to complete an International Criminal History check (IHC) prior to your employment commencement date. The outcome of the initial screening check must be satisfactory.
- 6) This position is classified as a mandatory worker position for the purpose of directions issued by the NT Chief Health Officer.
- 7) Six-month probation period.
- 8) Non-smoking working environment.
- 9) The contact details of at least two referees are required.
- 10) Evidence of qualification attainment will be required.
- 11) Aboriginal people are strongly encouraged to apply.