

CatholicCare NT Role Description

Position Title	Case Worker Men's Support
Position Number	CC2344
Salary	Base Salary SCHADS Level 4 Plus Superannuation Guarantee payment, 17.5% leave loading and salary packaging option
EFT	Full Time 38 hours per week Monday - Friday 8.00am to 4:30pm
Location	Katherine
Commencement	ASAP
Completion	Ongoing (Subject to funding)
Last Reviewed	January 2026

1. Program Description

The Men's Court Support Program in Katherine aims to increase the safety of Domestic and Family Violence victim-survivors by working with predominantly aboriginal males attending court, to support their access to non-legal supports and referral, and Mental Health support. The program will provide supports for men that are either alleged perpetrators or victim-survivors to:

- Ensure participants understand their obligations and responsibilities in relation to court processes and undertakings
- Ensure mental health issues are identified and responded to in a timely way
- Influence positive behaviour change through supporting men to access relevant services, including behaviour change and mental health support
- Engage with legal services, courts, and other stakeholders to support positive outcomes for families experiencing family and domestic violence

2. Purpose of the Position

The Case Worker is responsible for working in the Katherine Local Court with men accessing services for Domestic and Family Violence. This position has a particular focus on provision of Social Support assistance at the Katherine Court (for both alleged users of violence and victim-survivors). The position will provide a regular on-site support service at the courthouse. When not at the courts the position will be engaged with referral, follow up and stakeholder engagement.

3. Organisational Relationships

Works under general direction and reports to Regional Manager.
Supervises other staff and/or works in a specialised field.

4. SCHADS Level 4 Characteristics

- Work under general direction in functions that require the application of skills and knowledge appropriate to the work. Generally, guidelines and work procedures are established.

- Application of knowledge and skills, gained through qualifications and/or previous experience in a discipline.
- Contribute knowledge in establishing procedures in the appropriate work-related field.
- May be required to supervise various functions within a work area or activities of a complex nature.
- May involve a range of work functions, which could contain a substantial component of supervision.
- May be required to provide specialist expertise or advice in their relevant discipline.
- Requires a sound knowledge of program, activity, operational policy, or service aspects of the work performed with a function or a number of work areas.
- Require skills in managing time, setting priorities, planning, and organising their own work and that of lower classified staff and/or volunteers where supervision is a component of the position, to achieve specific objectives.
- Expected to set outcomes and further develop work methods where general work procedures are not defined.

5. Key Responsibilities and Performance Standards

5.1 Provide support services to participants at court affected by Domestic and Family Violence:

- Work closely with the court, relevant legal services, and service providers to identify participants, including referral to the REALS (Respondents Early Assistance Legal Services) lawyer if required.
- Help participants engage with the court processes safely, including undertaking risk assessment (both DFV and suicide), safety planning and case management services
- Assess need and actively refer participants to internal and external services including but not limited to parenting, mental health, financial and housing support, advocacy, and access to men's behaviour change programs
- Liaise with services to ensure that referrals are actively facilitated and followed up

5.2 Social Support Services

- Apply evidence based, trauma informed, mental health responsive practice principles to methodologies to support the needs of participants, who are predominantly indigenous males
- Create, maintain, and monitor case plans with each participant that includes:
 - Short-, medium- and long-term goals
 - Suicide prevention supports
 - Crisis supports
 - Safety planning
 - Referrals
- Work collaboratively with the participant's informal supports, community supports and statutory bodies to support the participant's progress towards outcomes identified in the case plan
- Work with the participants to address challenges and develop strategies for achieving social and emotional wellbeing

- Have victim safety and perpetrator accountability as a priority

5.3 Participating in networking and collaboration activities, which assist in developing a support plan to address all challenges within the client's context by:

- attending and contributing to relevant networks
- fostering collaborative relationships with key stakeholders and services in relevant areas
- maintaining professional relationships with all clients, stakeholders and CatholicCare NT staff

5.4 Participate in Supervision and Evaluation activities by:

- entering timely, 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

5.5 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 Case Worker position and must 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 Men's Support Case Worker is generally located in a busy, open office, and will also work from the Katherine Local Court.

8. Selection Criteria

- 1) Relevant qualification
 - relevant four-year degree with one year's relevant experience; or
 - three-year degree with two years of relevant experience; or
 - associate diploma with relevant experience; or
 - lesser formal qualifications with substantial years of relevant experience; or
 - attained through previous appointments, service and/or study, an equivalent level of expertise and experience to undertake program activities.
- 2) Case management experience in engaging with and working with indigenous male participants with complex needs
- 3) Well-developed and trauma informed knowledge of domestic violence and mental health issues including risk and safety planning
- 4) Strong interpersonal and communication skills including report writing and case note writing
- 5) Demonstrated cultural competency, particularly in working with male aboriginals in both urban and remote communities

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 that must demonstrate that you have not had inappropriate dealings with children or been charged or convicted of a domestic violence offence.
3. Valid NT Drivers Licence 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 COVID-19 vaccines and 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.