

Role Description

Senior Social Worker - Sexual Violence Advocacy and Legal Service



Organisation	Caxton Legal Centre
Business Unit/Practice	Any Caxton legal practice area
Location	Brisbane
Reports to	Social Work Practice Director
Award	<i>Social, Community, Home Care and Disability Services Award 2010</i>
Grade/Band	Level 6
Approved By	CEO
Date of Approval	July 2026

Overview of Caxton

Caxton Legal Centre is a community legal centre whose purpose is to promote and protect human rights in Queensland through access to justice. Caxton provides accessible legal information so people know their rights and can prevent or respond to legal problems. Prioritising those who experience disadvantage, trauma and marginalization, Caxton provides free, high-quality legal assistance and social supports. Caxton advocates for reform to unfair laws, policies and systems. Working collaboratively with volunteers and community partners, Caxton reaches underserved populations. We do all of this to create a more just and inclusive Queensland.

Our values:

Caxton approaches people and its work in the community with a commitment to:

- Accountability and Responsibility - going above and beyond what is expected
- Compassion and Empathy - showing our genuine concern for others
- Respect – valuing all people no matter what
- Integrity - saying and doing the right thing
- Collaboration - believing in the power of working with others

Primary purpose of the role:

The Senior Social Worker – Sexual Violence Advocacy and Legal Service (SVALS) is responsible for delivering specialist, trauma-informed social support, casework, advocacy and justice system navigation to victim-survivors of sexual violence as part of a coordinated, multidisciplinary service. The role supports clients to understand, navigate and participate in the justice system across all stages of their justice journey, working in partnership with lawyers and other services to reduce fragmentation, address barriers to participation and promote continuity of support.

The Senior Social Worker works proactively to support client engagement with legal processes by identifying and responding to psychosocial, practical and systemic barriers, adapting service delivery to client needs, and supporting informed, client-led decision-making. Through this approach, the role contributes to reducing retraumatisation and

disengagement from legal processes and improving clients' experience of justice, safety and empowerment. The Senior Social Worker will work with a high degree of autonomy. They will contribute to service development, stakeholder engagement and systemic advocacy related to sexual violence and access to justice.

The Senior Social Worker will contribute to the ongoing development of the Social Work Practice at Caxton and may be required to assist in other programs from time to time.

Key accountabilities for this role

Under the direction of the Social Work Practice Director

1. *Deliver trauma-informed social support and justice system navigation*

Provide client-centred, culturally appropriate social support, advocacy and casework to victim-survivors of sexual violence, including support with safety planning, stability, recovery and justice-related goals.

2. *Support client engagement and justice system navigation*

Assist clients to understand and engage with justice system processes before, during and after key stages, while responding to psychosocial, practical and systemic barriers to participation.

3. *Work in an integrated, multidisciplinary model*

Partner with lawyers and other services to provide coordinated support across legal and social needs, including joint case planning, shared risk identification and multidisciplinary case discussions.

4. *Provide coordinated support and service access*

Facilitate warm referrals and coordinated pathways across health, counselling, victim support, housing, financial and community services, including through helpline, in-person, co-located and integrated service settings.

5. *Support practice quality, service development and system improvement*

Provide supervision and guidance to social support staff, students or volunteers as required; contribute to reflective practice, safe and sustainable work practices, service development, stakeholder engagement, community education and systemic advocacy.

Key challenges

- Working with clients experiencing complex trauma, distress and ongoing safety risks
- Effectively scoping the social work support with each client and keeping clear professional boundaries to support sustainable practice
- Sustaining ethical, trauma-informed practice in high-volume or time-pressured environments
- Balancing client and organizational time requirements

Key relationships

Who	Why
Internal	
Social Work Practice Director	Line Management and multi-disciplinary practice oversight
Legal Practice Director	Legal practice supervision and Program oversight

Who	Why
Senior Lawyers	Immediate colleagues, multidisciplinary approach, holistic outcomes
Client Services Team	For coordination of seamless client intake
External	
Partner organisations delivering SVALS	To support consistent, coordinated service delivery and shared practice
Specialist victim's support/advocacy services	Coordinated support for victim-survivors
Police and justice system actors	Advocacy, systems navigation

Role dimensions

Decision making

- Determine appropriate scope of social work to be provided, including balancing client needs, resources and role boundaries
- Identify high risk client issues and confer for course-of-action decisions with a legal Practice Director if breach of confidentiality and/or mandatory reporting is to be considered
- Advise on complex psycho-social issues which arise to support the multi-disciplinary response

Direct professional supervision reports

Up to one social support worker if required and/or a social work student. (Social workers and workers with human services backgrounds are embedded in all of Caxton's legal practices but their line management is performed by the Social Work staff)

Budget/Expenditure: Nil

Essential requirements

1. Tertiary degree in Social Work or equivalent relevant tertiary qualifications
2. Eligible for AASW membership or equivalent professional body
3. Five years+ experience in the provision of social work services or similar professional human services work

I acknowledge that I have received a copy of this Position Description and have read and fully understand all accountabilities, challenges and relationships contained within. I accept that I will observe them fully during my employment.

Staff member signature:

Staff member name:

Date: