



Boorndawan Willam
Aboriginal Healing Service

Position Title	Aboriginal Men's Healing and Support Worker
Team	Men's Family Violence Team
Employment Type	Permanent, Full time
Salary Range	SCH Level 5
Position Reports to	Men's Family Violence Program Manager
Location	Lilydale
Delegation	As per BWAHS Schedule of Delegations
Direct Reports	N/A
Suitability for remote work	Possible up to one day per week after probation

About BWAHS

Boorndawan Willam¹ Aboriginal Healing Service (BWAHS) is the lead Aboriginal-specific family violence service for the eastern metropolitan region of Melbourne. Established in 2006 and transitioning to an independent Aboriginal Community Controlled Organisation in 2019, BWAHS delivers trauma-informed, culturally grounded responses to individuals, families and community experiencing, or at risk of, family violence.

Our engagement and support for our communities' healing journey are vital – wholly underpinned and guided by culture.

Our services include:

- Intensive Case Management
- Child & Family Services
- Alcohol, Other Drugs & Gambling Support
- Deadly Tomorrows (AFVITH)
- Therapeutic Services for women, children, young people & families
- Therapeutic Men's Group and Behaviour Change programs
- Services within The Orange Door (TOD)

Role Purpose

The Men's Healing and Support Worker provides culturally grounded support to Aboriginal men to promote healing, accountability and non-violence. Working within a cultural framework, the role addresses the underlying factors contributing to a man's use of family violence while keeping the safety of women and children central to all practice. This includes undertaking risk assessment, safety planning, collaborative risk management and appropriate treatment interventions.

The role primarily provides case management to strengthen stability in men's lives to support safer choices. The Men's Healing and Support Worker works collaboratively with external agencies and maintains strong networks across the family violence sector and Aboriginal Community Controlled Organisations.

BWAHS has assessed this position as an identified role under section 12 (1) of the Equal Opportunity Act 2010 due to the requirement to work closely with Community. As such it is only open to Aboriginal and/or Torres Strait Islander people.

[1] Boorndawan Willam is a phrase from Wathaurong and Woiwurrung languages meaning "safe house," with Boorndawan meaning 'safe' and Willam meaning 'house'.

Key Responsibilities

Case Management

- Provide culturally safe, strengths-based case management and case coordination to men who are identified as using family violence or are impacted by family violence.
- Use assertive outreach and relational engagement to support men's healing, strengthen accountability and promote safer choices, while keeping the safety of women and children central.
- Establish clear goals with clients to support stability, healing and non-violence, and review these goals regularly.
- Work collaboratively with other agencies to support referrals, case planning and risk management.
- Conduct comprehensive risk assessments, implement risk management plans and seek support from senior staff as required.
- Undertake clinical governance activities in a timely and professional manner including case notes, data entry, emails, reports, letters, follow-up.

Group Work

- Support the facilitation of therapeutic and behaviour change groups in collaboration with BWAHS staff, community members and relevant partners.
- Ensure group work and community interactions are safe, non-shaming, strengths-based and culturally appropriate.
- Keep the safety of women and children paramount by applying an understanding of gender-based violence, non-collusive practice and intersectional risk assessment while maintaining a client-centred approach.

Engagement of Key Stakeholders

- Engage directly with key stakeholders, community services and ACCOs to support case management needs.
- Represent the organisation in meetings and negotiations.
- Build and maintain collaborative relationships with Aboriginal-led organisations on issues relating to service delivery and program delivery.

Inclusive and Trauma-Informed Practice

- Provide informed, culturally safe support to Aboriginal and Torres Strait Islander people and families who identify as LGBTQIASB+ and who have experienced, or are currently experiencing, family violence.
- Contribute to a positive, inclusive and safe workplace for people who identify as LGBTQIASB+.
- Provide informed, culturally safe support to Aboriginal and Torres Strait Islander people and families who are living with disability.

General Practice

- Create and maintain an environment that is safe, accessible and culturally responsive for interactions, engagements and disclosures.
- Recognise perpetrator tactics and the dynamics of power and control in family violence to support accurate risk assessment and avoid misidentification.
- Uphold the principles of self-determination when working with Aboriginal people.
- Apply an intersectional lens to identify family violence risk.
- Apply privacy and information sharing laws and regulations.
- Ensure all interactions with community, clients and other staff occurs in a trauma sensitive manner.

Training and Professional Development / Capability Development

- Participate in regular clinical and internal supervision, reflective practice workshops and case plan reviews.

- Actively participate in education and training opportunities identified through a professional training needs plan.
- Participate in and contribute to the overall development and strategic direction of BWAHS.

Policies, Procedures and Systems

- Comply with BWAHS policies and procedures to ensure services are safe and meet BWAHS quality service delivery standards.
- Provide feedback on BWAHS policies and procedures to support continuous improvement and quality service delivery.
- Maintain a sound understanding of the Child Safe Standards and the Children, Youth and Families Act, and apply these in practice.

Key Selection Criteria

Essential

- Identify as an Aboriginal and/or Torres Strait Islander person.
- Demonstrated knowledge and understanding of the Victorian Aboriginal community, particularly in relation to the impact of family violence on Aboriginal women, children, families and communities.
- Demonstrated knowledge of the gendered nature of violence against women and children and the intersectional risk factors of people using violence.
- Thorough understanding of interventions, frameworks and approaches on working with people who use violence along with experience and ability to implement.
- A high level of interpersonal engagement skills and the ability for self-reflection.
- Sound knowledge of Aboriginal family violence strategies/frameworks and MARAM.
- High level of accuracy and attention to detail along with strong organisational and time-management skills.
- Proven ability to handle confidential information appropriately.
- Minimum 3 years' experience in family violence, family services or related field.
- Relevant tertiary qualifications or significant demonstrated relevant work experience with a willingness to work towards qualifications in line with the Recommendation 209 mandatory minimum qualifications policy.
- Current drivers licence, Working with Children Check (employment), willingness to complete a National Police check

Desirable

- Experience in the not-for-profit or community services sector.
- Relevant post-graduate qualification.
- Experience working in an Aboriginal Community Controlled Organisation or with Aboriginal Community members.
- Knowledge of services in the Eastern Metropolitan Region.

Key Attributes for all Employees

- Commitment to BWAHS Vision, Mission, Values and Principles.
- Capacity for self-assessment, reflection and emotional intelligence.
- Ethical and culturally aware practice.
- Strong communication and collaboration skills.
- Accountability and adherence to professional standards.
- Willingness to contribute to projects and tasks outside of core role to support the wider BWAHS team.
- Compliance with Workplace Health & Safety and Privacy requirements.

Acknowledgement

I acknowledge that I have received a copy of the Position Description and have read and understand its contents.

Employee Name:		
Employee Signature:		Date: / /
Manager's Name:		
Manager's Signature:		Date: / /