

CatholicCare NT Role Description

Position Title		Men's Behaviour Change Program (MBCP) Practitioner
Position Number	CC2634	
Salary	Base Salary SCHADS Level 5 Superannuation Guarantee Contribution, 17.5% leave loading and salary packaging option	
EFT	Full time	
Location	Berrimah	
Completion	Ongoing (subject to funding)	
Last Reviewed	SEPT 2026	

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 program works with men who use violent, abusive and/or controlling behaviours in their relationships, to develop new behaviours and improve the safety of women and children. CCNT's MBCP is a 24-week groupwork program based in Acceptance and Commitment Therapy (ACT) where participants are provided with education, support, individual case management and referrals to other services. The Men's Behaviour change team also supports the Co-Responder project.

2. Purpose of the Position

The MBCP Practitioner will work with the MBCP team to ensure that participants are assessed, managed, and referred appropriately. The MBCP Practitioner is responsible to deliver against contractual requirements and program objectives by facilitating groups in Darwin or Wadeye, maintaining contact with the person using Violence (PUV), developing exit strategies, and linking men into relevant support groups such as men's healing programs that can help consolidate new skills.

3. Organisational Relationships

Works under general direction and reports to the designated supervisor as per the CCNT organisational chart.

Supervises other staff and/or works in a specialised 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 organisation'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. Work may span more than one discipline.
- 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

- Use professional judgement to undertake comprehensive evidence-based risk assessments, and program eligibility and suitability assessments.
- Plan and implement activities that ensure participant needs are addressed appropriately, and the safety of women and children is at the centre of the program.
- 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.
- Provide case management including making appropriate referrals.
- Apply evidence-based interventions (including Acceptance and Commitment Therapy (ACT)) and trauma informed methodologies to work towards agreed upon goals and deliver wellbeing outcomes for participants.
- Support activities across the team, for all activities including the Co- Responder project, when required.
- 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 CSNET audit requirements

5.2 Stakeholder Engagement

- Mentor and collaborate with Community Members to meet program objectives.
- Promote the MBCP through distribution of information, presentations, networking and the creation of articles and social media content.
- Develop and maintain collaborative networks with relevant government and community-based agencies.

- Maintain professional relationships with all participants, community members, stakeholders and CCNT staff

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

5.4 Participate in Supervision and Evaluation activities by:

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 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.

5.5 Safeguarding Children

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6. Personal Attributes

The incumbent must maintain strict confidentiality in performing the duties of the Men's Behaviour Change Practitioner 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

In this role, you will regularly work with participants who have experienced, or are currently experiencing, domestic and family violence, child abuse, other forms of violence and threats of harm. The work may involve hearing distressing disclosures, managing safety concerns and working within mandatory reporting and safeguarding frameworks.

The position is located in a busy, open area office. The position requirements include some travel to remote communities by road or light aircraft and staying in basic accommodation. This position will include some out of hours work which will be 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) Prerequisites
 - I. relevant degree with relevant experience.
 - II. associate diploma with substantial experience.
 - III. qualifications in more than one discipline.
 - IV. less formal qualifications with specialised skills sufficient to perform at this level; or
 - V. attained through previous appointments, service and/or study an equivalent level of experience and expertise to undertake the range of activities required.
- 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
- 5) Strong interpersonal and communication skills including report writing and case note writing.

9. Desirable

- 1) Experience in Acceptance and Commitment Therapy
- 2) 100 hours experience in facilitating Men's Behaviour Change Programs
- 3) Graduate Diploma or Graduate Certificate in Men's Family Violence (or equivalent)

10. 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 an essential worker.
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.