

Position Description

JOB TITLE Dad's Domestic & Family Violence Practitioner- TRACKS Program

DATE September 2026

REPORTS TO Manager- Community Programs

Primary Purpose of Position: The Practitioner works to deliver the TRACKS program (Towards Recovery Accountability and Change for Kids and Self) through individual and group work with men who are fathers and are currently or at risk of using violence in their families. The Practitioner will support dads in Men's Behaviour Change, personal support and recovery, and specialised parenting supports.

Odyssey NSW is a community organisation that works at reducing addiction and its' impact on individuals, families, carers, and communities.

Our Vision: A world free of addiction.

Our Purpose: To build safe and healthy communities by reducing the impact of substance use on individuals, families, carers and communities.

Our Values:

Respect We demonstrate consideration and regard for the feelings, beliefs and rights of others.

Integrity We act with honesty and adhere to consistent moral and ethical values and principles through our personal and professional behaviours.

Professionalism We are committed to excellence by maintaining our professional boundaries and fulfilling responsibilities in an accountable, inclusive and objective manner.

Creativity We trust in our limitless potential.

Location: Blacktown NSW
This role may require travelling between other Odyssey House NSW sites as required.

Employment Status: Full Time

Position Description: Dad's Domestic & Family Violence Practitioner

POSITION DESCRIPTION	
Key Areas	Key Responsibilities
Treatment and Support	• Undertake Assessment for Suitability with men referred to the program • Work in collaboration with men to plan and implement individual goals for support and case management. • Facilitate structured TRACKS group work program. • Deliver individual treatment and case work interventions.
Team Approach and Care Coordination	• Work closely with Families Support Case Worker to ensure whole of family and victim-survivor support is appropriately delivered in line with TRACKS model of care. • Work closely with external stakeholders and relevant parties to ensure effective service provision and family safety. • Liaise with police, courts, corrections, child protection and other services as part of an integrated response to family violence. • Work collaboratively with internal stakeholders across Odyssey Programs and other relevant departments.
Record keeping and Reporting	• Maintain accurate and timely case notes, assessments, and program records. • Contribute to program or service-wide data capture, recording, analysis, or reporting as required. • Prepare reports for court or other stakeholders (for example Community Services and Community Corrections) as appropriate.
Clinical Governance and Quality Improvement	• Ensure practice is compliant with TRACKS model and Men's Behaviour Change principles (as appropriate) • Participate in Clinical Governance processes in line with OHNSW Clinical Governance Framework • Participate in Odyssey Quality Improvement framework processes, including Incident Management and ongoing evaluation processes • Contribute to continuous improvement of the program and broader family violence service system.
Professional Development	• Maintain and develop practice knowledge on family violence, coercive control, trauma, and behaviour change theory. Maintain and develop knowledge on parent skills and parenting case management, and on AOD, MH and related support needs. • Participate in regular case consultation, clinical/practice supervision, and reflective practice. • Complete mandatory training
Additional Responsibilities	• Work within the Odyssey TRACKS Model of Care • Odyssey takes safeguarding children, young people and vulnerable adults seriously, and as an employee, you are required to meet the behaviour standards outlined in our Code of Conduct and Safeguarding Policy for Children and Young People.

Position Description: Dad's Domestic & Family Violence Practitioner

	• Reporting any concerns of abuse and neglect in alignment with the code of conduct, safeguarding policy for children and young people. • Maintain professional boundaries and client support in challenging and emotionally charged scenarios. • Fulfil other tasks and duties as required.
ESSENTIAL CRITERIA	
Qualifications	• Relevant tertiary qualification in social work, psychology, counselling, welfare or a related human services discipline (or working towards, with substantial relevant experience). • Certificate IV or Graduate Certificate in Men's Behaviour Change (or working towards equivalency under relevant state/national Minimum Standards).
Experience	• Demonstrable emotional resilience and maintenance of professional boundaries when managing challenging or unpredictable client situations. • Demonstrated experience or strong foundational knowledge in facilitating group work and/or delivering individual interventions with challenging or resistant clients. • Demonstrated experience working with a similar client cohort.
Skills and Knowledge	• Sound understanding of the dynamics of family violence, gendered drivers of violence, coercive control, and the impact of violence on women and children. • Ability to work with men to support AOD, MH, Trauma, contact with criminal justice systems, and other related issues. • Understanding of Men's Behaviour Change, Parenting, and support interventions including DBT, CBT, and ACT. • Ability to hold participants accountable for behaviour while maintaining a respectful, non-collusive therapeutic relationship. • Sound risk assessment and risk management skills, with the judgement to escalate appropriately. • The ability to regulate emotions, remain calm and be emotionally resilient while interacting with and supporting clients with high levels of emotion and at times emotionally disturbing conversations. • Sound risk assessment and risk management skills, with the judgement to escalate appropriately. • Excellent written communication skills for case notes, risk assessments and reports. • Ability to work collaboratively within a multidisciplinary, integrated service system. • Commitment to a victim-survivor-centred, gender-informed approach to practice.

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SPECIAL CONDITIONS

Other Requirements	• Current NSW Drivers Licence. • Right to live and work in Australia. • National Criminal History Check (< 1 yr old) • Working With Children paid employee Clearance. • COVID Vaccinated
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This job description serves to illustrate the scope and responsibilities of the post and is not intended to be an exhaustive list of duties. You will be expected to perform other job-related tasks requested by management and as necessitated by the development of this role and the development of the business.

ACKNOWLEDGEMENT

As the incumbent of this position, I confirm I have read the Position Description, understand its content and agree to work in accordance with the requirements of the position.

SIGNED

Dads Domestic & Family Violence Practitioner

Name: _____

Date: _____