

CatholicCare NT Role Description

Position Title		Case Worker Court Support & MBCP Outreach
Position Number		CC2684
Salary		Base Salary SCHADS Grade 4 Plus superannuation guarantee 17.5% leave loading and salary packaging option
EFT		Full time 38 hours per week
Location		Darwin
Completion		Ongoing (subject to funding)
Last Reviewed		NEW POSITION

1. Program Description

CatholicCare NT (CCNT) is a not-for-profit organisation providing social services and programs to individuals, couples, families, children, groups, schools, and agencies across the Northern Territory. CCNT's Men's Domestic and Family Violence (DFV) programs include the Men's Behaviour Change Program (MBCP) in Darwin and Wadeye, Palmerston Co-Responder Program (PCR) in Darwin as well as court support for men who use violence in their relationships in Darwin and Katherine. The primary goal of these programs is to ensure the safety of women and children.

The MBCP and PCR operate out of Darwin. The MBCP provides outreach to the Darwin Correctional Centre, Wadeye, and the Tiwi Islands. The programs are designed to support men who are engaging in violent, abusive, or controlling behaviours, helping them to change these behaviours through group sessions and individual case management. Participants receive education, strategies, support, and referrals to other services. The MBCP team also collaborates with NT Legal Aid to provide social support for men in the court space who are impacted by Domestic and Family Violence (DFV). These program aims to prevent violence and promote healthier, more respectful relationships.

2. Purpose of the Position

The Case Worker is responsible for providing assertive case management, education, and support to participants in the MBCP, PCR, and in court support services. The role involves ensuring that the program's objectives are met, with a particular focus on providing Social Support assistance at the Darwin Court (including male victims of DFV) for two days per week.

The Case Worker will also provide outreach services in greater Darwin area and remote communities, engaging with NT Correctional Services to support men both in and out of custody.

The Case Worker will also facilitate a post-group peer lead MBCP group based in Darwin.

3. Organisational Relationships

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

Supervises other staff and/or works in a specialised field.

4. SCHADS Grade 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 Social Support Services

- Court and Risk Support: Identify men in the court space who are alleged perpetrators and/or victims of DFV, providing initial triage, including referral to the Respondents Early Assistance Legal Services (REALS) lawyer if required. Help participants engage with the court processes safely, including through risk assessment, safety planning, and case management services
- Service Access and Social Support: Facilitate access to appropriate services based on a comprehensive assessment of participants' non-legal social welfare needs (including but not limited to drug and alcohol use, mental health issues, and homelessness)
- Specialised Support: Provide support to groups facing additional barriers to accessing family violence and family law assistance, including Aboriginal and Torres Strait Islander individuals, people from culturally and linguistically diverse backgrounds, those living with disabilities, and people from the LGBTIQ communities. Conduct outreach to encourage engagement with the program
- Collaboration: Work closely with MBCP facilitators and the Darwin Court Support Worker to support men's participation and completion of the program
- Program Entry and Assessments: Facilitate entry to the MBCP for participants, conducting eligibility and suitability assessments, and preparing assessment reports for Community Corrections as required
- Ongoing Support: Conduct needs assessments of potential or existing participants, referring them to appropriate services in the community or internally for both immediate and longer-term support. Monitor and assess risk, ensuring safety for the participant's partners, ex-partners, and children

- Program Development: Contribute to the program's development and delivery to ensure it remains culturally safe and relevant. Provide ongoing support to participants who discontinue the program due to completion, incarceration, termination, or other reasons
- Group Facilitation Support: Support MBCP Facilitators with group work as required
- Co-responder Support: Support the Co-responder outreach program as required
- Peer Support Group Facilitation: Facilitate the post-MBCP peer-led support group for men who have completed the program, ensuring ongoing engagement and continued behavioural change

5.2 Assisting vulnerable individuals, families and communities to provide Social Support for men who are impacted by Domestic and Family Violence (DFV) by:

- Referral and Case Management: Accept, prioritise, and process referrals for men impacted by Domestic and Family Violence (DFV). Develop and implement case plans that identify short, medium, and long-term goals for participants, focusing on achieving social and emotional wellbeing.
- Collaboration for Positive Change: Work collaboratively with participants' informal supports, community services, statutory bodies, and other relevant agencies to create sustainable positive change and progress towards the outcomes identified in the Program Plan.
- Strategy Development: Develop strategies to address challenges participants face in achieving their wellbeing and making progress towards their goals.
- Networking and Linkages: Establish and maintain referral pathways with informal supports, community services, government agencies, and statutory bodies to build a comprehensive network of support for participants.
- Advocacy and Representation: Advocate on behalf of or with the participant as necessary to ensure they receive the support they need and contribute to relevant networks and forums to promote the program's value.
- Professional Relationships: Maintain professional relationships with clients, stakeholders, and CatholicCare NT staff, ensuring open communication and effective collaboration.

5.3 Stakeholder Engagement

- Develop and maintain strong relationships with the REALS Lawyer and personnel associated with the Darwin Local Court.
- Develop and maintain collaborative networks with relevant government and community-based agencies. Maintain professional relationships with all participants, community members, stakeholders and CCNT staff.

5.4 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

6. 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.

7. Personal Attributes

The incumbent must maintain strict confidentiality in performing the duties of the 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

8. 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 Case Worker is generally located in a busy, open office, and will also work from the Darwin Local Court. This position requires regular travel to remote communities in light aircraft with basic accommodation and some weekend work. This position may include some evening work, which is balanced by equivalent time off through the week, so that the total hours per fortnight does not exceed the normal 76 hours.

9. Selection Criteria

1) Prerequisites

- I. relevant four-year degree with one year's relevant experience;
- II. three-year degree with two years of relevant experience;
- III. associate diploma with relevant experience;
- IV. lesser formal qualifications with substantial years of relevant experience; or
- V. attained through previous appointments, service and/or study, an equivalent Grade of expertise and experience to undertake a range of activities.

2) Minimum two years' experience in a case manager role involving complex clients and undertaking groupwork.

- 3) Demonstrated knowledge (or a commitment to learning) of Acceptance and Commitment Therapy
- 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

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 (ICHC) 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.