

Position title	Family Safety Advocate - Men's Behaviour Change Program (MBCP)		
Position holder	Vacant		
Program	Counselling and Support		
Funded by	Department of Families Fairness and Housing Victoria		
Based at location	Stawell or Horsham		
Responsible to	<ul style="list-style-type: none"> • Program Leader Counselling and Behaviour Change • Manager Counselling and Support • General Manager People and Community Support • Chief Executive Officer 		
Direct reports	<ul style="list-style-type: none"> • Nil 		
Award	Community Health Centre (Stand Alone Services) Social And Community Service Employees Multi Enterprise Agreement 2017		
Classification	SACS Level 2.1 Level 4.1		
Hourly rate	\$29.12 to \$37.54	Annual	\$46,032 to \$59,343
Status	Part Time		
Hours per week	30.4 (0.8 FTE)		
PD last updated and approved by CEO	May 2022		

Position summary

Covering the Central Grampians and Wimmera area, the Family Safety Contact Worker within The Men's Behaviour Change Program (MBCP) provides responses to partners and/or ex partners of perpetrators of family violence who are participating in the MBCP, with the aim to reduce violence and enhance the safety of victim survivors experiencing or recovering from family violence.

Men's Behaviour Change Programs aim to promote the safety of victim survivors by holding perpetrators accountable for their use of violence towards family members and by changing their attitudes and behaviour. Services for men include case management, individual intake assessments, individual counselling, family safety contact and Men's Behaviour Change group work provided in the evenings at our offices in Stawell, Horsham and in future will be held in Ararat.

Contact with women and children is integral to men's behaviour change programs. Program providers have a responsibility and duty of care to ensure that a man's participation does not endanger his family or exacerbate abuse. Furthermore, providers also have a duty to provide information and support that can enhance women's and children's decision making and recovery.

Key responsibilities

1. Help women and older children to get accurate information about the men's behaviour change program and the man's participation.
2. Offer opportunities for women and children to give information to staff about the man's behaviour.
3. Offer women a chance to discuss their options and decisions about the relationship.

4. Ascertain and respond to the safety needs of women and their children.
 5. Ascertain and respond to other support and information needs of women and their children (thereby becoming a pathway into the support system).
 6. Contribute to holding a man accountable for his ongoing behaviour.
 7. At minimum, family safety contact workers have a responsibility to ask women and children about:
 - Their safety
 - What information and support they need
 - Their experiences of the man's behaviour.
 8. Provide client focussed assistance to victim survivors of family violence with the aim to reduce violence and enhance the safety of victim survivors experiencing or recovering from family violence.
 9. Provide intake assessments, therapeutic counselling and case management (if not already in place) to victim survivors whose partners are participating in the men's behaviour change program.
 10. Review participant referral, assessment, relevant partner contact information, and participation review information to provide on-going risk management and safety plans.
 11. Bring any concerns regarding safety raised by victim survivors to the Program Leader Counselling and Behaviour Change.
 12. Provision of safety information to other services in accordance with the new information sharing legislation (Family Violence Information Sharing Scheme and Child Information Sharing Scheme).
 13. Travel throughout the sub region attending appropriate meetings and developing strong links and protocols with relevant agencies, Victoria Police and Courts to ensure accessibility to service users.
 14. Ensure the up to date and accurate collection, recording and reporting of statistical and service data as required by the DFFH and GCH.
 15. Provide after-hours (as per negotiated monthly roster), face-to-face crisis responses to people in crisis as a result of family violence outside usual business hours. This may include but is not limited to emotional support, risk and needs assessment and management, information and referral, provision of material aid, safety planning, and access to emergency accommodation.
 16. Provide supervision and support to students as required.
 17. Other duties commensurate with current skills and experience as agreed with the Program Leader, Manager, General Manager or the Chief Executive Officer.
-

Key selection criteria

Qualifications

- A relevant tertiary qualification in Social Work, Psychology, Early Childhood Specialist and/or related behavioural sciences at degree level with substantial experience;
- Or associate diploma level with substantial experience in the relevant service stream,
- Or less formal qualifications with specialised skills sufficient to perform at this level.

Desirable

- Experience in the provision of case management and/or counselling services where family violence is the predominant factor.
- Training in Comprehensive Risk Assessment Framework (TRAM), Multi-Agency Risk Assessment and Management Framework (MARAM), and the Information Sharing Schemes FVISS, CISS).

- Experience working with men who use violence and victim survivors of family violence.
- Resilience to work with and support clients who have been exposed to trauma.

Demonstrated skills, experience and/or understanding of:

- Strong awareness of family violence issues as they relate to perpetrators and victim survivors of family violence.
- Knowledge of the Men's Behaviour Change program and its purpose to improve the safety of victim survivors.
- Knowledge of and/or experience using the Multi-Agency Risk Assessment and Management Framework (MARAM) or experience in undertaking risk assessment and risk management.
- An understanding of the different forms of family violence and the effects on women and children.
- Commitment to advocating for non-violence, and to living non-violently.
- Commitment to enhancing the safety of women and children who have experienced family violence.
- Demonstrated attention to detail with well-developed administrative and organisational skills to effectively manage high volumes of work and determine priorities, meet targets and deadlines.
- Ability to maintain confidentiality at all times.
- Demonstrated knowledge and application of computer software, including Microsoft Office and the Internet.
- High level verbal and written communication skills that enable effective and appropriate communication with a broad range of people at all levels.
- Demonstrated ability to contribute to positive workplace culture and practices.

Licences and registrations

- Current Victorian driver licence
- Current National police check (less than 3 months old)
- Current Working with Children Check

Personal attributes

- Ethical and inclusive
- Culturally appropriate
- Self-disciplined
- Collaborative and supportive
- Flexible and resilient

Conditions of employment

This position is ongoing and is subject to:

- Successful completion of a six-month probationary period
- Full COVID-19 vaccination status from MyGov or Medicare (including booster) or
- Certified evidence of medical exemption for COVID-19 vaccination

And requires the following checks:

- Satisfactory police check
- Clear NDIS Worker Screening Check (where required)
- Working with Children Check (where required)

Note: Checks must be obtained and provided prior to commencement as a condition of employment at Grampians Community Health. Where check results are unsatisfactory in relation to the role to be carried out, the offer of employment will be withdrawn.

Employee acceptance of position:

Employee signature

Vacant

Date
