

# Position Description

<b>Title</b>	Case Manager – Men’s Behaviour Change
<b>Business Unit</b>	Family Violence Intervention Program
<b>Location</b>	Level 1, Suite 116, 40 Burgundy Street, Heidelberg
<b>Employment type</b>	Part Time (60.8 hrs per fortnight), Max term (until August 31st 2021)
<b>Reports to</b>	Team Leader Men’s Behaviour Change

## About Uniting

Uniting Vic.Tas is the community services organisation of the Uniting Church. We’ve been supporting people and families for over 100 years. We work alongside people of all ages in local communities in Victoria and Tasmania. Our services reach to Albury-Wodonga in the north, Mallacoota in East Gippsland, the Wimmera region in the west, and across Tasmania.

We empower children, young people and families to learn and thrive. We’re there for people experiencing homelessness, drug and alcohol addiction or mental illness. We support people with disability to live the life they choose. We assist older people to maintain their independence and enjoy life. We provide opportunities to access training and meaningful employment. We’re proud to welcome and support asylum seekers to our community. We work to empower people with the information, skills and tools they need to live a healthy, happy life.

As an organisation, we work in solidarity with Aboriginal and Torres Strait Islander people as Australia’s First Peoples and as the traditional owners and custodians of this land. We celebrate diversity and value the lived experience of people of every ethnicity, faith, age, disability, culture, language, gender identity, sex and sexual orientation. We welcome lesbian, gay, bisexual, transgender, gender diverse and non-binary, intersex, and queer (LGBTIQ+) people at our services. We pledge to provide inclusive and non-discriminatory services.

**Our purpose:** To inspire people, enliven communities and confront injustice

**Our values:** We are imaginative, respectful, compassionate and bold

### 1. Position purpose

This position is to provide individual family violence prevention case management for men who are perpetrators of family violence and who are referred by Corrections Victoria.

### 2. Scope

**Budget:** nil

**People:** nil

### 3. Relationships

#### Internal

- Family Violence Leadership team
- Family Safety Contact workers
- Men’s Behaviour Change Practitioners
- Children Youth and Families Programs

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#### External

- Corrections Victoria
- The Orange Door (NEMA)
- Victoria Police
- Department of Health and Human Services

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#### 4. Key responsibility areas

##### Service delivery

- Conduct initial intake assessment to establish suitability for men's case management.
- Provide individual work to support behaviour change.
- Provide referral and support for identified intersections to mitigate family violence risks.
- Provide responses within the Duluth Practice framework.
- Engage appropriately with people for Aboriginal and Torres Strait Communities, and those from diverse backgrounds.
- Undertake assessment and identify patterns of coercive control.
- Develop cross sector multi-disciplinary practice and capacity to respond appropriately to family violence.
- Develop systems to support evidence based practice and deliver services against outcome measures.
- Work within established protocols and procedures of the Uniting Practice Framework.
- Provide consultation services and support to multi-disciplinary organisations.
- Manage risk including high risk and complex needs in an ongoing way.
- Promote accountability and establish change-promoting relationships with perpetrators of family violence.
- Advocate to increase the awareness of family violence across the broader community.
- Work with others to achieve legislative and policy reform within the context of the role.

##### Administration

- Ensure Corrections data is up to date and maintained in a timely manner.
- Ensure client notes and files are maintained.
- Ensure all documentation including assessments, safety plans and closure summaries are maintained and up to date.
- Provide reports where required.

##### Quality and risk

- Ensure procedures are conducted within appropriate standards.
- Ensure program guidelines are maintained in service delivery.

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#### Personal accountability

- Compliance with Uniting’s values, code of conduct, policies and procedures and relevant government legislation and standards where relevant.
- Cooperate with strategies to actively ensure the safety, protection and well-being of children who come into association with us.
- Ensure appropriate use of resources.
- Work collaboratively with Uniting (Victoria Tasmania) employees and external stakeholders in accordance with Uniting’s values and professional standards of behaviour.
- Actively participate in initiatives to maintain, build upon and promote a positive and collaborative workplace.
- Identify opportunities to integrate and work collaboratively across teams.
- Take reasonable care for your own health and safety, and health and safety of others (to the extent required).
- Promote a positive safety culture by contributing to health and safety consultation and communication.
- Promptly respond to and report health and safety hazards, incidents and near misses to line management
- Attend mandatory training sessions (i.e. equal employment opportunity, health, and safety) and mandatory training specific to position.

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## 5. Person specification

### Qualifications

- Undergraduate in Social Work, Psychology or equivalent.
- Principal Facilitator in line with the Men’s Behaviour Change Standards (Graduate Certificate in Client Assessment and Case Management) or willingness to obtain

### Experience

- Experience in working with perpetrators of Family Violence.
- Case Management experience would be an advantage.
- Proven experience in assessment.
- Demonstrated work experience in family violence.

### Core selection criteria

- **Values alignment:** ability to demonstrate and authentically promote Uniting’s values.
- Theoretical knowledge: A demonstrated understanding of the intersections of family violence with AOD, Mental Health, cognitive impairment, gambling harm and other issues that can exacerbate family violence.
- Program understanding: A sound understanding of the gendered nature of family violence and the issues relating to participants of MBCP.
- Cultural sensitivity: An awareness of culturally sensitive practice when providing services to Aboriginal CALD and LGBTIQ communities

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## 6. We are a child safe organisation

Uniting is a child safe organisation and is committed in everyday practice to ensure the safety and wellbeing of all children, at all times. As a child safe organisation, employment with Uniting is subject to a satisfactory national (and international where relevant) police check and relevant Working With

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Children Check to your State prior to commencement of any paid or unpaid work and/or participation in any service or undertaking.

**This position description is subject to review and may change in accordance with Uniting’s operational, service and consumer requirements.**

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## 7. Acknowledgement

**I have read, understood, and accepted the above Position Description**

	Employee	Manager
Name:	<input type="text"/>	<input type="text"/>
Signature:	<input type="text"/>	<input type="text"/>
Date:	<input type="text"/>	<input type="text"/>