

# Position Description

<b>Title</b>	Men's Behaviour Change Practitioner
<b>Business Unit</b>	Family Violence Intervention Program  Child, Youth and Families
<b>Location</b>	Level 1/Suite 116, 40 Burgundy Street, Heidelberg
<b>Employment type</b>	Casual
<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
- Children Youth and Families Programs
- ReGen AOD Services

### External

- Corrections Victoria
- Court Services Victoria

## Position Description

### Men's Behaviour Change Practitioner

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

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#### 4. Key responsibility areas

##### Service delivery

- Group facilitation Men's Behaviour Change Program
- Provide information to eligible respondents about Men's Behaviour Change Program and procedures
- Conduct initial intake assessment for Men's Behaviour Change Program after the respondent is deemed eligible by the court
- Provide appropriate referrals to respondents who are deemed unsuitable/ineligible by the court

##### Administration

- Maintain data of CMCOP
- Provide reports to the court when required
- Ensure documentation including assessments, safety and accountability plans and closure summaries are up to date and completed within appropriate time lines

##### Quality and risk

- Ensure procedures are conducted in line with Men's Behaviour Change Standards and Court Services Operating Standards

##### 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

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### Men's Behaviour Change Practitioner

#### Experience

- Proven experience in Family Violence intervention and support service delivery
- Minimum one year experience in working in Family Violence service system, at least one year working with perpetrators of family violence

#### Core Selection criteria

- **Values alignment:** ability to demonstrate and authentically promote Uniting's values.
- A sound understanding of the gendered nature of family violence and the issues relating to participants of MBCP.
- Sound understanding of the *Family Violence Protection Act 2008*, Victorian government family violence service system reforms, the MARAM framework.
- An awareness of culturally sensitive practice when providing services to Aboriginal and Torres Strait Islander, CALD and LGBTIQ+ communities
- 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.
- Demonstrated experience in group facilitation.

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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 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

Name:

Signature:

Date: