

Position Description



Title	Men's Behaviour Change Facilitator
Business Unit	Children, Youth and Families
Location	40 Burgundy Street, Heidelberg
Employment type	Part Time, Ongoing
Reports to	Team Leader, Men's Behavior Change Program

1. 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 celebrate our diversity and welcome all people regardless of ethnicity, faith, age, disability, culture, language, gender identity or sexual orientation. We acknowledge Aboriginal and Torres Strait Islanders as Australia's First Peoples and as the traditional owners and custodians of the land on which we work. We welcome lesbian, gay, bisexual, trans, gender diverse, 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

2. Position purpose

Working with perpetrators of Family Violence to undertake assessment and Co-facilitation of Men's Behaviour Change Groups and individual work where required.

3. Scope

Budget: nil

People: nil

4. Relationships

Internal:

- FVIP team including Family Safety Contact workers
- Program leadership team
- Broader Children Youth and Family programs

External

- Court Services
- Heidelberg Magistrates' Court

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- Department of Health and Human Services (Child Protection)
- Men's Referral Service
- Corrections Victoria

5. Key responsibility areas

- | | |
|---|--|
| Group Facilitation and Counselling | <ul style="list-style-type: none"> • Co-facilitate Men's Behaviour Change groups for men who have used violence against their partners and children. • Conduct intake screenings with prospective clients (as required). • Provide counselling in accordance with program guidelines. • Effectively provide individual assessment to clients. • Provide Secondary Consultation to staff of Uniting regarding safety for clients impacted by Family Violence and accountability of perpetrators. • Participate in care team meetings, Demand Monitoring Meetings and consultation to internal and external stakeholders. • Have an understanding and experience of working within a Feminist Framework. • Be committed to reflective practice, building collaborative collegial relationships, team efforts and professional development. |
| Reporting and Administration | <ul style="list-style-type: none"> • Maintain up to date data recording, case notes and manage own administrative tasks. • Effectively participate in program evaluation processes. • Effectively participate in implementation and review of FVIP policies and procedures. |
| Quality and risk | <ul style="list-style-type: none"> • Identify and appropriately report risk to supervisors. • Have a clear understanding of WHS and appropriately report any identified risks to supervisor. • Adhere to WHS procedures. • Work with supervisor and management in the management of client risk. |
| Personal accountability | <ul style="list-style-type: none"> • 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. |

6. Person specification

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Qualifications

- Qualifications in Social Work, Psychology, Counselling, Welfare Studies or equivalent.
- Certificate IV in Male Family Violence would be highly regarded (or willingness to obtain).

Experience

- Experience in Group work facilitation.
- Experience in counselling or case management.

Core selection criteria

- **Values alignment:** ability to demonstrate and authentically promote Uniting's values
- Highly developed listening skills
- Excellent written and verbal communication skills
- Understanding of the drivers of Family Violence
- Demonstrated understanding of privilege and how this impacts social structures
- Demonstrated understanding of family violence and the impacts of violence on women and children
- Confidence to provide secondary consultation, training, advice and support to staff and other professionals regarding issues related to Family Violence
- Integrity in professional practice
- Ability to be self-reliant, motivated and accountable in managing multiple tasks, meeting timelines and achieving targets.
- Proven commitment to social justice
- Proven ability to provide clinical assessment, intervention and Men's Behavior Change Group Work to Men who use violence.
- Demonstrated ability to work within challenging and complex clients
- Demonstrated ability to work with a range of Culturally and Linguistically Diverse clients
- Proven ability to work within a multidisciplinary team
- Confidence in computer literacy (Word/Excel/Outlook)

7. 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 Working With Children Check (in Victoria) and/or Working With Vulnerable People Check (in Tasmania) **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.

8. 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"/>