

MEN'S BEHAVIOUR CHANGE GROUP FACILITATOR POSITION DESCRIPTION

MEN'S FAMILY VIOLENCE EASTERN REGION

At Anglicare Victoria our focus is on transforming the futures of children, young people, families and adults. Our work is based on three guiding pillars: Prevent, Protect and Empower.

We strive to create an environment where employees feel valued and rewarded.

By living the Anglicare Victoria values and actively fostering fairness, equality, diversity and inclusion, our people make Anglicare Victoria a truly great place to work.

So come and join us at Anglicare Victoria where there is a rewarding career ready for you in a dedicated, professional team where respecting each other; leading with purpose; working together; and creating a positive difference are valued, and learning and creativity are encouraged.



Position details

Position	Men's Behaviour Change Group Facilitator
Program	Men's Family Violence
Classification	SCHADS Award Level 6 (Social Worker Class 3)
Hours	Casual
Hours per week	
Duration	Ongoing
Fixed term end date	N/A
Location	Melbourne's South and Eastern
Reporting Relationship	This position reports directly to Team Leader MBCP
Effective date	September 2020

Overview of program

The Men's Behaviour Change program is funded by Corrections Victoria to provide services to men to support them to stop using family violence and to be accountable for their behaviour. The program includes Men's Behaviour Change groups which operate from our offices in the Eastern and Southern regions.

The Men's Behaviour Change Program provides a comprehensive service to participants and their partners and ex-partners. It consists of two individual intake and needs assessment sessions, possible individual treatment readiness counselling, an exit interview and a minimum of 20 x 2 hour weekly sessions. All family members including ex/partners impacted by the violence of men in the program are contacted by telephone by the partner contact workers.

Group programs have a focus on cognitive psycho-educational, using group participation to reflect on different topics for discussion. These topics always locate the responsibility for the violence with the perpetrator and are based on feminist theory with a gender analysis. The service meets with 'No To Violence' minimum standards.

Position Objectives

1.	To provide intake assessments and treatment readiness counselling to men referred to the program.
2.	To facilitate Men's Behaviour Change group programs with the purpose of stopping violence in the family and supporting men to develop responsible and respectful relationships.
3.	To provide Family Contact support to family members impacted by men's family violence.

Key responsibilities

The key responsibilities are as follows but are not limited to:


1.	Provide intake assessments for men referred to the program including reviewing participant referral, assessment and relevant partner contact information before meeting with participants.
2.	To provide individual treatment readiness counselling and risk management services inclusive of the provision of safety information to other family violence services in accordance with the new information sharing legislation. Provide individual exit interviews with relapse prevention plans when men complete the program.
3.	To facilitate/co-facilitate Men's Behaviour Change group programs and provide group summaries and participant completion reports to Correction Victoria
4.	Assist the Team Leader in the development and maintenance of quality assurance systems to monitor service delivery and targets. Communicate any concerns regarding safety raised in the group or privately.
5.	Work as part of a team by being punctual and reliable, attending any meetings and participating in regular staff supervision / staff development training as required.

Key Selection Criteria

The Key Selection Criteria are based on role specific requirements **and** the Anglicare Victoria Capability Framework. Applicants are required to provide a written response to **both** a) and b).

a) Role specific requirements

Applicants are required to provide a written response to the role specific requirements. The five criteria are to be addressed individually (no more than 2 pages in total).

	<ol style="list-style-type: none"> 1. Qualifications in Psychology, Social Work, Welfare Studies Psychiatry, Community Welfare, Behavioural Science or Medicine or equivalent area or Graduate Certificate of Social Science (Male Family Violence) , with practical experience in working with Family Violence. Graduate Certificate of Social Science (Male Family Violence) is highly desirable.
	<ol style="list-style-type: none"> 2. Experience in working with men who use violence. A sound knowledge of violence and abusive behaviours and its effect on family members.
	<ol style="list-style-type: none"> 3. Effective written and verbal communication skills including data entry experience.
	<ol style="list-style-type: none"> 4. An empathy with Anglicare Victoria's mission.

Key Selection Criteria (continued)

b) Anglicare Victoria Capability Framework

Applicants are required to provide a written response to the Anglicare Victoria Capability Framework. Applicants are to describe how they demonstrate the characteristics in each of the two capability groups; **Personal Qualities and Relationship and Outcomes** (no more than 1 page in total).

The Anglicare Victoria Capability Framework describes the capabilities required to meet the expectations of clients, colleagues and communities in today's changing environment.

These capabilities work together to provide an understanding of the knowledge, skills and abilities required of all employees.

Personal Qualities



Displays Resilience

Thrives in a changing environment. Handles ambiguity.

Maintains a positive attitude and continues to deliver exceptional results in the face of challenging situations.

Has a learning mindset

Shows drive and motivation and a commitment to learning. Strives for continual improvement by looking for ways to challenge and develop.

Brings an innovative approach, fresh thinking and curiosity to develop practical solutions.

Shows cultural awareness

Respects difference in all its forms.

Values diversity as a strength and positively utilises diversity.

Relationships and Outcomes



Puts clients first

Acts to make a real difference in their work.

Is passionate about providing exceptional service to clients, customers and end-users.

Works collaboratively

Collaborates with others and values their contribution. Skilled at building strong and authentic relationships.

Demonstrates technical and professional acumen

Creates distinctive value for clients and Anglicare Victoria by applying a range of technical and professional capabilities to deliver quality outcomes.

Leading People



Manages, coaches and develops people

Engages, motivates employees and volunteers to develop their capability and potential.

Inspires direction and purpose

Creates a positive and engaged team environment.

Communicates goals, priorities and vision and recognise achievements.

Leads change

Leads, supports, promotes and champions change, and assist others to engage with change.

Occupational health & safety (OHS)

Anglicare Victoria is committed to ensuring the health and safety of its employees and any other individuals present in our workplaces.

In achieving and maintaining workplace health and safety, Anglicare Victoria will apply best practice in OHS in accordance with statutory obligations at all times.

All Anglicare Victoria employees, contractors and volunteers are required to:

- take reasonable care for their own health and safety and for that of others in the workplace by working in accordance with legislative requirements and the company's OHS policies and procedures
- take reasonable care their actions or omissions do not adversely affect the health and safety of themselves and others
- cooperate with any reasonable directions, policies and procedures relating to health and safety in the workplace
- report all injuries, illness or 'near misses' to their Supervisor or Manager
- participate in relevant health and safety training based on roles and responsibilities
- as required, participate in the development and implementation of specific OHS hazard and risk management strategies.

In addition to the above, positions with supervision or management responsibility are required to ensure a safe and healthy work environment for all employees, clients, contractors and visitors. This can be achieved by ensuring all people are aware of and have access to OHS policies, procedures, training and reporting systems

Cultural Safety in the Workplace

Anglicare Victoria recognises the important and unique contribution Aboriginal and Torres Strait Islander employees make by bringing their unique skills, knowledge and experience to the workplace. They also contribute important insight into how Anglicare Victoria can provide for and engage with Indigenous clients and communities more effectively.

Our Reconciliation Action Plan (RAP) and Workforce Strategy outlines Anglicare Victoria's commitment to leading and facilitating sustainable employment, training, retention and career development opportunities for Aboriginal and Torres Strait Islanders people.

Conditions of employment

- Salary and conditions are in accordance with the Social, Community, Home Care and Disability Services Industry Award (SCHADS) 2010. Salary packaging is offered with this position.
- All offers of employment at Anglicare Victoria are subject to a six month probationary period. The staff member will be asked to participate in an annual performance review linked to objectives set out for the position.
- All offers of employment are subject to a satisfactory Criminal History Check, a current Driver's License and an Employment Working with Children Check prior to commencement.

Acceptance of Position Description requirements

To be signed upon appointment

Employee

Name: _____

Signature: _____

Date: _____