

## **MEN'S THERAPEUTIC PRACTITIONER A BETTER WAY – COMMUNITY BASED PERPETRATOR INTERVENTION PROGRAM, SOUTH**

**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

<b>Position</b>	Men's Therapeutic Practitioner Working with Aboriginal and non-Aboriginal fathers who use violence
<b>Program</b>	A Better Way - Community based Perpetrator Intervention program
<b>Classification</b>	SCHADS Award Level 6 (Social Worker Class 3)  (Classification will be dependent on qualification and years of experience within the relevant field consistent with the SCHADS Award)
<b>Hours</b>	Full Time
<b>Hours per week</b>	38
<b>Duration</b>	Fixed Term
<b>Fixed term end date</b>	June 30 <sup>th</sup> 2022
<b>Location</b>	Bayside Peninsula Frankston Office
<b>Reporting Relationship</b>	This position is directly accountable to Team Leader, A Better Way
<b>Effective date</b>	December 2021

## Overview of program

*A Better Way* is a community-based Perpetrator Intervention for Aboriginal and non-Aboriginal fathers in the Bayside Peninsula Region delivered by Anglicare Victoria and VACCA.

*A Better Way* offers fathers with a flexible and individualised tailored treatment approach that addresses family violence to reduce risk and increase safety and wellbeing for their children and the adult-victim survivor. *A Better Way* further assists and supports fathers in developing positive parenting relationships with their children.

*A Better Way* is a trauma-informed applies Safe & Together <sup>™</sup> practices and has adopted cultural healing approaches specifically designed for Aboriginal fathers and families.

## Position Objectives

The key objectives of this position is to engage and work with Aboriginal and non-Aboriginal fathers, who use or have used family violence, to reduce the risk and increase the safety and wellbeing for their children and adult victim survivors.

1.	To provide intake assessments, including safety plans, therapeutic counselling and tailored response to fathers who use family violence.
2.	To engage and work with the father to change his behaviour, reduce the risks of further violence and address the harmful impact on his children's wellbeing and family functioning.
3.	To work with the wider community to support cultural healing and community engagement for the father and his children.
4.	To provide support to family members impacted by men's family violence, including regular partner contact, including children when it is safe an appropriate, and safety planning.

## Key responsibilities

The Men's Therapeutic Practitioner for the community-based Perpetrator Intervention, *A Better Way* program will provide day to day delivery of services to Aboriginal and non-Aboriginal fathers who use, or have used, violence against their families.

The Men's Therapeutic Practitioner will engage fathers to reduce the impact of their behaviour on their child/ren's safety, wellbeing and family functioning, including regular professional, partner and child contact to inform an ongoing safety assessment and witness to the change process. They will develop an agreement with the father to address the concerns regarding his behaviour and work on goals to promote safety and healing in his relationship with his child/ren.

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

1.	To provide individualised practice responses including developing an agreement regarding the required changes to address family violence through a therapeutic counselling space.
2.	To deliver a culturally safe and healing family-focused approach, working closely with VACCA.
3.	Review referrals, assessment and relevant partner and client contact information to provide on-going risk management and safety plans including the provision information to other relevant services in accordance with the new information sharing legislation
4.	To ensure safe and consistent practices around partnering with the victim survivor, using a strengths based approach, to manage and dynamically assess risk to the adult and child victim survivors
5.	To work within the Safe and Together principles and model including perpetrator mapping and support the father to address any underlying drivers and intersecting factors such as intergenerational trauma, cultural trauma,
6.	To work as part of a team attending any meetings and staff development training as required
7.	To assist the Team Leader in the development and maintenance of quality assurance systems to monitor service delivery and targets

## Key Selection Criteria

 <p>Role Specific</p>	<p>1. A Bachelor of Social Work or equivalent qualification; or working towards meeting the new mandatory minimum qualification policy requirement, via one of the available employment pathways as detailed in the <a href="#">Mandatory minimum qualifications for specialist family violence practitioners policy</a></p>
	<p>2. Experience in working with perpetrators of violence and fathers.</p>
	<p>3. Demonstrated experience in working with Aboriginal children and families and significant competence in culturally safe practice.</p>
	<p>4. Knowledge, experience and practice in models of contemporary approaches in the Family Violence field, with strong knowledge and skills in working with men and child and family based approaches.</p>
	<p>5. Proven interpersonal skills and excellent written communication with capacity to develop collaborative and productive working relationships with internal and external service providers and key stakeholders.</p>
	<p>6. Demonstrated experience in family violence informed risk assessments with an all of family approach.</p>

## 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.

Please note that on Friday 7 October the Victorian Government's Chief Health Office issued COVID-19 Mandatory Vaccination (Workers) Directions. As an Employer AV is required to comply with the terms of these Directions

AV employees are required to either: (depending on the date of the advertisement)

- Be fully vaccinated (First and second vaccination) by 26 November 2021 to work outside of their ordinary place of residence or have a medical exemption
- Please be aware that in order to perform this role you will be required to adhere to the Directions issued by the Chief Health Officer and provide evidence of your vaccination status in order to perform the inherent requirements of this role.

## Acceptance of Position Description requirements

To be signed upon appointment

### Employee

Name:

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Signature:

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Date:

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