



POSITION DESCRIPTION- Therapeutic Services

Position: Lead Counsellor Advocate - Therapeutic Group Facilitator

Team: Therapeutic Services

EFT: Refer to your contract

Hours: 9.00 – 5.06

After Hours: Rostered for one week after hours, shared role with team members. Optimally, one week in six and at times one week in three with sick leave/annual leave.

Accountable: Therapeutic & Community Services Manager

BACKGROUND

Centre Against Violence (CAV) was previously known as Upper Murray Centre Against Sexual Assault (UMCASA). The original organisation UMCASA was established in the early 1990s by a group of people from north east Victoria. In 1992, the organisation was incorporated under the Associations Incorporation Act and has always been managed by a community-based Board of Management. In 2012 the new name of Centre Against Violence was created to incorporate the diversity of programs operating under the auspice of the organisation.

CAV receives core funding through the Victorian Government Department of Families, Fairness and Housing. From time-to-time special project funding is sought from other sources.

CAV operates within a feminist framework in respect of our understanding and analysis of sexual assault and family/domestic violence. CAV provides crisis care and case management for victim survivors of family violence attending to safety and recovery within a MARAM framework. CAV also provides advocacy, information and support to adults, children and young people who have experienced sexual assault and their supporting family members and friends. We also offer services to children and young people under 18 years old who are identified as having harmful sexual behaviours.

CAV is committed to helping people of all gender identities, ethnicities, races, sexual orientations, religions, ages and physical abilities. This includes trans, gender diverse and non-binary people of all gender identities and expressions as well as cisgender women and men. We respect and celebrate the diversity within our communities and workplace and recognise that people may use different terms to describe their identity and experiences.

At CAV you are required to include and celebrate differences such as gender, age, culture, disability, sexual orientation, religion, spirituality, family and caring responsibilities. These are all valued, respected and celebrated.

CAV is linked to the Victorian after hours sexual assault crisis telephone service: SACL. Our agency provides 7 days per week 24 hours per day crisis care service to victim survivors of recent sexual assault (Recent = past two weeks).

CAV is also linked to Safe Steps, the state-wide family violence crisis service. CAV provides 24/7 crisis care for victim survivors affected by family/domestic violence.



CAV refers to the following Codes of Practice:

- Code of Practice: Principles and Standards for Specialist Family Violence Services for Victim-Survivors 2nd Edition 2020 DV Vic
- HSB– Intervention network for children and young people identified as using harmful sexual behaviours
- SAS Victoria- the peak body for sexual assault services and harmful sexual behaviours services. Standards of practice produced under the SAS Victoria networks guidelines are upheld.
- CAV's policies and procedures set standards of practice

CAV operates a service delivery system which complies with the requirements of ISO:9001 Quality Management System, Human Services Standards and the Rainbow Tick Standards.

Workers employed in CAV programs are provided with permanent employment subject to funding for this program being retained and to successful completion of six months' probation demonstrated by compliance to the terms of employment described in the CAV Employment Agreement which includes all requirements of the Quality Management System.

ACCOUNTABILITY

Responsible to the Therapeutic & Community Services Manager and through the Therapeutic & Community Services Manager to the CEO and then to the Board of Management of the Centre Against Violence

AWARD

Salary and employment conditions are in accordance with the **Social, Community, Home Care and Disability Services Industry Award 2010**. Pay scales are in accordance with the Social and Community Services – Victoria – Award 2000. Classifications will be negotiated according to qualifications and experience.

LOCATION

The Administrative base of the service is at Wangaratta. Full service is provided from Wangaratta, Wodonga and Benalla. Outreach services are provided routinely in other areas of the North East according to demand.

MAIN PURPOSE

The purpose of the position is to provide a specialist counselling/advocacy service to recent and past victim survivors of sexual assault and their family members and friends specifically via a therapeutic group approach. Services provided include individual counselling, advocacy, court preparation and support, group work and preparation of legal and other reports. Another important part of the position is to participate in the therapeutic treatment service which provides assessment and intervention services to children & young people who present with harmful sexual behaviour. Support to this program may include assistance with assessment and with group work.

The agency also provides education and public advocacy activities in the community along with secondary consultation and professional training to other workers. The Counsellor Advocate is required to participate in this work.



The additional purpose of the position is to provide fathers to be or men entering fatherhood for the first time as a stepfather who are identified as using family violence behaviours with an opportunity for change and healing so that they can recognise, change and ultimately end the use of behaviours that are abusive to women and/ or to children. Furthermore, the purpose of the position is to provide men with alternatives to the behavior so that they can create safe and secure relationship in which the child/children can grow and develop. The role holds the client to account for behavior, keeping him visible, monitored and engaged. The role is collaborative and sits strongly within the arms of a systems response: key partners to the work are Child Protection Unit, Child First, Family Violence Victim Survivor Services and Men's Behavior Change Services.

The purpose is also to take a role in the ongoing development of this service by strengthening its place as one in the range of responses to family violence that are available to clients in North East Victoria.

HOURS

As per your contract

QUALIFICATIONS & EXPERIENCE

It is expected that the successful applicant will hold a degree in social work, psychology, welfare, community development or a related discipline. The successful applicant will demonstrate knowledge and understanding of the issues relating to family violence and will have relevant skills and experience working in response to the gendered nature of violence against women and children. The successful applicant will demonstrate knowledge and understanding of the issue of sexual assault and will have relevant counselling skills and work experience.

Preferably, applicants will have a minimum of 2 years' experience working in directly or in connection with these services MBC, Family Violence, sexual assault services, infant mental health and/or children's services.

KEY TASKS

Direct Service Provisions

- To undertake intake and assessment of men to consider suitability and eligibility for therapeutic group work
- To ensure that comprehensive risk assessment informs safety planning, case formulation and case planning so that the intervention can be targeted and effective.
- To orient the work within a systems approach so that risk, accountability and safety are always the priority and professional partners actively play their role in support of the work.
- To prepare and deliver interventions using a group work approach as a central feature of the work.
- To provide individual case work with active referrals to meet all identified needs of the client.
- Identify opportunities to improve the Ready Baby model by using observation, client evaluation and peer review.
- Work in partnership with peers in the family violence & sexual assault services at CAV to maintain risk assessment and safety throughout engagement with the client.
- Provide an opportunity for the Ready Baby client to:
 - engage in an educational process of dialogue and critical thinking to understand and confront the violence used against their partner.
 - be challenged and supported to explore the consequences of the violence for themselves, their partner and their children.



- To be an active and positive contributor to an integrated family violence & sexual assault service system ensuring that relationships are developed and maintained effectively with all relevant services.
- Ensure that children and their parents are aided with repaired pathways to education, health, legal and any other systems required and links for adults to re-engage with the workforce.

Professional and Community Education

- To provide secondary consultation to other workers involved in working in the sexual assault & family violence sector as required.
- To provide professional training and community education to increase awareness in the local community about sexual assault & family violence issues.

Quality Management, Planning & Service Delivery

- Participate in the work to the standards required by the quality management system which is articulated to staff members through a range of policies, information sheets and work instructions. Assist CAV to plan for ongoing improvements to existing service and to plan for future service delivery to clients of CAV. All staff members practice in a responsive client centred approach always.
- Fully participate in the quality management systems development, maintenance and review at CAV

Teamwork

- The Lead Counsellor Advocate will provide supervision, support and direction to their co-worker/s.
- A commitment to strengths-based teamwork and full participation in team meetings, supervision and other team activities as required.
- Demonstrate an understanding of and a commitment to work in accordance with the Confidentiality and Equal Opportunities Policies of CAV
- Communicate inclusively with colleagues and leaders using CAV values of respect, commitment, trust, integrity and equity always.

Administration

- Maintain confidential and accurate client records and prepare reports as per CAV policy and procedures.
- Maintain statistical records as required. Participate in other data collection as required.
- Contribute to staff reports, annual reports and other agency reports as required.

Professional Development

- Participate in professional development to pursue the development of relevant specialist skills and knowledge that will extend the range of skills and therefore the quality of service available to clients of the program.
- Participate in individual and peer supervision to continue to deliver good quality services and to improve that service on an ongoing basis.
- Participate in and contribute to the development of critically reflective practice in a team environment.



KEY SELECTION CRITERIA

1. Commitment to the philosophy of CAV, to its models of practice and to the values it upholds.
2. Excellent and demonstrable verbal and written communication skills
3. Experience and excellent practice in:
 - Intake, risk assessment, safety planning and targeted intervention
 - Group Work facilitation
 - Crisis intervention
 - Telephone counselling
 - Short to medium term counselling and case work.
4. Well-developed understanding of the broad range of issues surrounding family violence & sexual assault.
5. Strong knowledge of the Victorian sexual assault & family violence systems, reforms and frameworks.
6. Understanding and commitment to working with clients of all gender/sexual identity and orientation and any other aspects of their life reflecting diversity.
7. Well-developed counselling theories/frameworks that have an evidence base related to effectiveness and that abide by current practice models.
8. Knowledge of rural issues and needs and an understanding of the specific issues for children harmed by family violence in a rural context.
9. Experience in providing secondary consultation to professionals.
10. Commitment to teamwork and democratic work practices.
10. Commitment to professional supervision, development and support.
11. Ability to travel extensively in North East Victoria and to Melbourne as required.

Desirable Skills

- Group facilitation skills and experience.
- Understanding of community and adult education principles and the ability to provide education and training to community members and professionals.
- Working or familiar with the Duluth model of practice.
- Infant mental health experience, skills and knowledge

Safety Screening

- *The successful candidate holds a current Victorian Drivers Licence without risk of loss through demerit points.*
- *The successful candidate holds or is willing to undertake a current Police Check and WWCC ensuring their suitability as an employee of CAV.*
- *Is not and has not been subject to an intervention order by this title or any other used in Australia or overseas*
- *The successful candidate agrees that CAV selection panel reserves the right to contact previous employers and organisations that have contracted the candidate even if such contacts have not been named as referees for the purpose of checking authenticity and claims to experience/knowledge.*
- *The successful candidate, when offered the position, accepts the position with a declaration that there is no health status, either physical or mental that disables their ability to work effectively on a daily basis and notifies CAV if there is any need for modification to aid them at work.*