

POSITION DESCRIPTION

Position:	Family Violence Case Workers (Female/Male)–Motivation for Change
Reports To:	Program Coordinator
Multiple positions:	Full Time x 2 in Dandenong (1FTE) Part Time x 2 in Brimbank / Melton (0.6 FTE)
Duration:	Fixed Term (till 30 June 2019)
Location:	Dandenong or Brimbank / Melton
Pay Rate:	SCHADS Level 5 + 9.5% Superannuation + Salary packaging
Languages:	South Asian languages and / or one of the Afghani languages

BACKGROUND

inTouch, the Multicultural Centre against Family Violence, is a state-wide service, which provides programs and responses to issues of family violence in CALD communities. By acknowledging the rights and diverse experiences of our clients, we develop and implement a number of culturally sensitive and holistic models for the provision of services to both victims and perpetrators of family violence. In tackling the issues of family violence we act on multiple levels – individual, relationship and community. Our organisation strives to create a world where all women and children will be safe and free from violence.

inTouch recognises that migrant women whose origins are from countries where English is not the first language encounter social isolation and structural inequities. The experience of domestic violence compounds the situation of marginalization. It limits their access to culturally relevant and appropriate services.

inTouch also recognises that for men who use violence against women and children it is difficult to find support that is culturally relevant and appropriate. inTouch aims to provide responses for men to be held to account for their use of violence towards family members and be exposed to non-violent ways of behaving and relating.

inTouch provides a range of support services to women and their children who have experienced family violence. This service aims to assist women and their children to remain safely within their community and maintain a life free of violence whilst also addressing the emotional and practical needs and issues arising from the violence.

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PROGRAM OVERVIEW

inTouch is establishing a perpetrator intervention unit that will incorporate a location based response in both Brimbank/Melton and Dandenong.

The program will develop and deliver a bespoke and dedicated trauma-informed and culturally accessible response to holistically engage men who otherwise may come to the attention of police, courts and other service providers, and yet, for a number of reasons, are unable to access services to assist them in stopping their use of violence. The focus cohort of the program is men from south Asian backgrounds.

The *Motivation for Change* in-language, in-culture tailored intervention for perpetrators from migrant and refugee backgrounds program will provide three streams to ensure comprehensive engagement of the cohort:

1. in Dandenong there will be one for south Asian skilled migrants with proficiency in English
2. in Dandenong there will be a second stream in language for members of the Hazara community who, invariably, have experienced trauma through their refugee experience
3. in Brimbank/Melton there will be one stream for south Asian skilled migrants with proficiency in English

The program will combine weekly group sessions for men, facilitated by trained experienced workers, complimented by weekly case management sessions. Motivation for Change Case Managers will support male clients by providing trauma-informed practice to provide participants with opportunities to focus on and emphasise physical, psychological and emotional safety for all concerned. Case Managers will also work closely with group facilitators and partner contact workers to monitor and respond to safety concerns.

The program aims to prepare participants for smooth access to family violence and other supporting services where appropriate. It will reduce levels of mistrust and fear of mainstream services and normalize the experience of seeking support and, ultimately, living lives free from violence.

POSITION OVERVIEW

We are seeking a team of enthusiastic and skilled case workers to join the *Motivation for Change Project*. This is a great opportunity for an experienced worker who is passionate about contributing to the safety of women and children experiencing family violence through perpetrator intervention.

This role requires someone with a mature attitude, ability to take control and work autonomously within a team environment. Sound planning and organisational skills are essential, along with the ability to multi-task, prioritise and make decisions. A confident, ethical and professional approach is required for the position.

inTouch offers a diverse, inclusive and flexible environment which provides opportunities to learn and develop specialist skills in effectively and safely responding to men who use violence towards family members. You will be supported to grow, learn and develop your skills to reach your potential.

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RELATIONSHIPS

Internal	Chief Executive Officer, Executive Manager Capacity Building and Projects, Executive Manager Client Services, Executive Manager Corporate Services, Project Coordinator, Project Workers, Trainers, Client Services Team Leaders and Office Coordinator.
External	Family Safety Victoria, various government departments , local service providers including AOD, mental health services and men’s behaviour change program providers, Magistrates Court, Child Protection, Victoria Police, and local community organisations,

POSITION ACCOUNTABILITIES

The position will provide active case management support to men using who use violence against family members. The role will include:

- A commitment to undertake prescribed training and ongoing professional development
- A preparedness to align with inTouch’s program philosophies and approaches to the prevention of family violence
- A willingness to respond to changing environments to better our communities
- The ability to embrace diversity, respecting and celebrating differences across our organisation and the wider community
- The ability to establish and maintain networks and relationships with external stakeholders for cross referrals and support
- A commitment to contribute to the work of inTouch more broadly through provision of specialist advice/consultation to relevant projects/reforms
- Liaise closely with the inTouch’s Family Violence Client Services’ team regarding partner contact and risk management
- Ensure adherence to organisational policy and procedures
- Participate proactively in team project initiatives
- Support other team members in periods of high demand and during periods of absence
- Participate in project groups and attend events

KEY SELECTION CRITERIA

Essential:

- Degree in relevant qualification in community development, social work, welfare, or related discipline
- Demonstrated understanding of the gendered analysis of family violence
- Demonstrated specialist case management experience in providing trauma informed responses to people using or experiencing violence
- Experience in working with men who use violence towards family members within feminist and safety-first contexts will be highly regarded
- Well-developed written and verbal capability to engage with a range of professionals face to face on over the phone
- A sophisticated understanding of south Asian cultures
- Advanced skills in MS office software
- Proficiency in oral and written English skills
- Current Victorian driver’s license

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Desirable

- Demonstrated understanding and awareness of structural and social inequities which discriminate against people from culturally and linguistically diverse backgrounds (CALD), and in particular those with refugee and/or asylum-seeker backgrounds

PERSONABLE ATTRIBUTES

- Genuine commitment to social justice and to assisting migrant and refugee men, women and children
- High ethical standards and values, ability to act with integrity and confidentiality
- Authentic leadership style, able to model desired behaviours and create an effective team environment that balances individual and organisational needs
- Ability to sensitively manage stakeholder relationships
- A level of maturity and professional accomplishment and track record appropriate to the representational aspects of the role
- Resilience in leading a team through change and growth processes

HEALTH, SAFETY & WELLBEING

- Ensure compliance with the OH&S Act and inTouch policies
- Contribute positively and proactively to team and organisation wide OH&S activities

QUALITY & CONTINUOUS IMPROVEMENT

- Ensure compliance with legislation, contract and policy requirements in your day to day work in order to meet the organisation's audit, contract and registration obligations
- Proactively apply your specialist knowledge in the review and maintenance of policies, systems and processes
- Continue the development of a culturally strong and positive working environment using a continuous improvement approach

OTHER

- Participate proactively in team project initiatives
- Support other team members in periods of high demand and during periods of absence
- Participate in project groups and attend events
- Undertake other duties as directed

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CONDITIONS OF EMPLOYMENT

- The annual salary for this position is based on the inTouch Employee Union Collective Agreement and is negotiable depending on experience
- The position will attract five (5) weeks annual leave pro rata
- Salary packaging may be provided subject to the terms of and conditions of the inTouch Salary Packaging Policy
- Superannuation Scheme is available through HESTA and the provisions of the Superannuation Guarantee (Administration) Act 1992 will apply
- The successful applicant will be required to undergo satisfactory pre-employment checks, including two referees, a national and/or international criminal records check, working with children check, proof of identify and qualifications. One referee must be from the most recent direct supervisor
- Signing a Confidentially Agreement is a personnel requirement of inTouch
- The successful applicant will initially be engaged for a probationary period of six months. During this period, either party can terminate employment with one week's notice
- The successful applicant will be required to disclose any pre-existing illness or injury that they know about which could be reasonably foreseen to be affected by the work duties described. Pursuant to s.82 (7) of the Accident Compensation Act, failure to disclose such a condition will mean that if employed, they will not be paid compensation for that condition
- Some interstate travel within Victoria may be required from time to time. A current Victorian Driver's License is essential
- inTouch has a smoke-free workplace policy

APPLICATION PROCESS

Applicants should express their interest through a short covering letter attaching their resume and a brief document, limited to three pages, addressing the key selection criteria. Applicants who do not address KSC will not be considered for the position

Email your application to recruitment@intouch.org.au

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