

POSITION DESCRIPTION

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| Position: | Group Work Facilitators – Motivation for Change Two positions (Female and Male) |
| Status: | Casual – 5 hours per week for 15 weeks plus additional hours for orientation and evaluation |
| Reports To: | Program Coordinator |
| Location: | Melbourne or Dandenong |
| Duration: | Till 30 June 2022 |
| Languages: | English and/ or relevant African community languages desirable. |

PROGRAM OVERVIEW

inTouch is a not-for-profit organisation that provides services, programs and responses to family violence in migrant and refugee communities. We work across the continuum from prevention, early intervention, crisis and post crisis support and recovery.

inTouch provides innovative services to support women, families and communities from culturally, linguistically and religiously diverse backgrounds affected by family violence, and to work towards preventing such violence through awareness raising, advocacy and community capacity building. Our strategic priorities are prevention and early intervention, crisis intervention, post-crisis support, research and advocacy, building sector capacity and strengthening organisational capacity.

inTouch is the only accredited specialist family violence service in Australia which specifically caters to the needs of those experiencing family violence in migrant and refugee communities.

Vision

inTouch’s vision is for culturally diverse families to live free from violence.

Purpose

inTouch’s purpose is underpinned by four pillars and is focused on strengthening our **leadership** position by using **influence** to shape state, national and international agendas, fostering a culture of **innovation** and making a long-lasting positive **impact** on the lives of people and community.

inTouch has established a perpetrator intervention unit that will incorporate a location-based response in Dandenong or central Melbourne.

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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 Horn of Africa and Sudan as well as bi-cultural young men.

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

1. in Dandenong or Melbourne, a group for men from Horn of Africa and Sudan/South Sudan.

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 skilled group facilitators to join the *Motivation for Change* project. This is a great opportunity for an experienced individual who is passionate about contributing to the safety of women and children experiencing family violence through perpetrator interventions.

This role requires someone with a mature attitude, ability to take control and work autonomously within a team environment. Sound planning, organisational and facilitation skills are essential.

inTouch offers a diverse, inclusive and flexible environment which provides opportunities to learn and develop specialist skills in effectively and safety 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

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| Internal | Chief Executive Officer, Executive Manager Sector and Community Program Coordinator, Safety contact workers, 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 facilitate weekly group for men who use violence against family members. The role will require:

- A commitment to undertake prescribed training and ongoing professional development regarding group facilitation including training on curriculum
- Active participation in planning and co-facilitating weekly 15 weeks program
- Participation in supervision/debrief
- Regular liaison with family safety contact workers
- Detailed and accurate records as required
- Participation in team meetings as required

KEY SELECTION CRITERIA

Essential:

- Qualification and experience in working with men who use violence towards family members within feminist and safety-first context
- Strong group facilitation skills, preferably in the context of Men’s Behaviour Change Groups
- A sophisticated understanding of African cultures
- Proficiency in oral and written English
- Current Victorian driver’s license

Desirable

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

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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

CONDITIONS OF EMPLOYMENT

- The annual salary for this position is based on the inTouch Employee Union Collective Agreement and is negotiable depending on experience
- Superannuation Scheme is available through HESTA and the provisions of the Superannuation Guarantee (Administration) Act 1992 will apply

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- The successful candidate is required to comply with the inTouch policy for all staff have full COVID vaccinations, including boosters, unless they have a medical exemption
- 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 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
- 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

AUTHORISATION

I hereby accept the above *Terms of Employment*.

Signed:

Date:

Michal Morris

(Chief Executive Officer, inTouch)

(Employee)

Best Regards,

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