



INSPIRE ECONOMIC INDEPENDENCE MENTOR

Overview and Position Description

Status: Volunteer

Reports to: Program Manager and inSpire Project Officers

ABOUT THE INSPIRE INITIATIVE

Informed and developed with inTouch's 38-year history, and the lived experience of victim-survivors, inSpire's suite of programs focus on supporting women to thrive long-term. inSpire works with women from migrant and refugee backgrounds who have experienced family violence, helping them to establish their independence, build their confidence and create a future of their own making.

We know that the impacts of family violence do not end when a woman finds safety. inSpire steps in when conventional support services end, working hand-in-hand with women to address the unique barriers they face as they rebuild their lives.

We work with women who have received case management or legal support from inTouch and have exited case management support. Our focus is on supporting women who are ready to engage in programs safely and who are in a situation where they can focus on building their own future.

We work across 2 core streams:

Economic Independence

Women from migrant and refugee face significant barriers when seeking fulfilling work. We're working to create a future where all women have the practical skills and confidence they need to enter, navigate and flourish in the Australian workplace. We run a range of programs, from partnering with sector experts to provide training, mentoring and pathways to employment, to supporting women's access to childcare, training and technology.

Social Connection

Loneliness and social isolation are common experiences for women following family violence. We believe everyone has the right to feel seen, valued and supported. inSpire programs provide regular opportunities for women with shared experience to gather, connecting them to culture, community and each other.



ABOUT THE MENTORING PROGRAM

This program falls under inSpire’s Economic Independence Stream, supporting women to build their confidence, skills and self-esteem to find secure and meaningful work. This program is based on the input and guidance of women themselves, while building on inTouch and inSpire’s experience in supporting women though what can be a very difficult process.

Women from migrant and refugee backgrounds who have experienced family violence face unique barriers in looking for work, including a lack of local experience or contacts, gaps in their employment history, facing an unfamiliar system and employment culture, and overseas qualifications or experience may not be recognised, all while dealing with the impacts of their experiences.

Many women lack confidence and self-esteem after the experience of family violence and can find the job seeking process demoralising and difficult. For those without access to government support, it is imperative to find an adequate source of income to support themselves and their dependents. Being able to establish economic independence is an important cornerstone to a woman’s recovery from family violence, providing a sense of self-worth, accomplishment, and an ability to live her life, her way.

We are offering the inSpire Mentoring program over the next four months to build our own capacity to address these issues and to increase opportunities for women to work with role models in the community and workplace. There will be regular opportunities to provide meaningful feedback on the project, and mentors will be part of an evaluation of the project at the end of the four-month mentorship period.

This program focuses on key areas such as:

- Setting goals and identifying strengths and interests
- Creating a shared plan to achieve those goals
- Developing mentees’ understanding on how to look for, apply and succeed in work in Australia
- Supporting mentees to build their confidence, self-esteem and broader support network;
- Guiding mentees through their employment journey and providing emotional and practical support to help them to achieve their goals.

MENTORING RESPONSIBILITIES

Time commitment

Activity	Description	Period
Induction	1-2 hours session with all participants	End of Aug 2022
Mentoring session	1-2 hours per fortnight, at a time mutually agreed upon between mentor and mentee	Sep – Dec 2022
Evaluation	Short survey and feedback session	End of Dec 2022

Mentors will work with women from migrant and refugee backgrounds who have experienced family violence. Mentors are matched with a mentee who is ready and committed to their job-seeking journey.



Mentors will meet with their mentees on a fortnightly basis (or similar frequency, as agreed between mentor and mentee) either in person or virtually, for 1 - 2 hours. Times and locations will be agreed upon between mentor and mentee. Face-to-face meetings are preferred for this program, but it is understood that circumstances around COVID-19 may result in online meetings being arranged between mentor and mentee to reduce risk of transmission.

An initial group meeting, facilitated by inSpire staff involved in the project, will provide an opportunity for mentors to be introduced to their mentee, along with fellow mentors. The introduction will take place at our program launch event.

Mentors will be provided with a thorough induction and ongoing training opportunities to support them in their role and will have the ongoing support of the inSpire Program Manager and Project Officers throughout the program.

Mentors are expected to provide ongoing guidance and support to mentees, in line with the inSpire mentoring framework. There will be opportunities to attend group sessions to share achievements and build support networks, with a final graduation ceremony to mark the attainment of a formal 4-month mentee/mentor relationship.

Mentors are expected to work in a respectful and culturally responsive manner with mentees, being cognisant of their experience of family violence.

ELIGIBILITY AND KEY SELECTION CRITERIA

Essential

- Identify as a woman working in the professional space in a managerial role in Australia for at least five years. Women from migrant backgrounds are encouraged to apply regardless of their residency or citizenship status.
- Resides in Melbourne and surrounds
- Has or willing to obtain a valid Working with Children Check (WWCC) and Police Check
- Commitment to four months of engagement, including attending individual meetings with mentees, training, group sessions and evaluation
- Demonstrated commitment to supporting women from migrant and refugee backgrounds who have experienced family violence
- Excellent communication skills with strong intercultural understanding
- Ability to work autonomously within the structure of the program

Desirable

- Experience volunteering or working with women from migrant or refugee backgrounds and/or women who have experienced family violence
- Understanding and/or experience of mentoring
- Professional experience and knowledge across varied workplaces/industries



- Women with lived experience of family violence are encouraged to apply (please note that you are not required to disclose this if you choose not to)

ADDITIONAL INFORMATION

Complete the application form and submit with resume to inSpire at inspire@intouch.org.au

Please include a response to the selection criteria as a part of the recruitment process.

A valid Police Check and Working with Children Check are compulsory for this role, to ensure the safety of participants. Mentors will be required to complete a Confidentiality Agreement.

inSpire Project Officers will be available to provide mentors with ongoing support throughout the mentorship project, including debriefing or additional advice, as needed. All mentors will have access to inTouch's Employee Assistance Program (EAP) if required during the program.