



Victorian Aboriginal Community Services Association Ltd.

JOB DESCRIPTION

Position:	Men's Behaviour Change Group Coordinator
Location:	Aboriginal Centre For Males 201 Bell Street, Preston
Hours:	FTE 1 – 37.5 hours/week
Classification Award:	Community Development Worker L8.1
Contract Period:	12 months
Reports to:	VACSAL Chief Executive Officer
Supervision:	Aboriginal Centre for Males Manager
Travel	Occasional statewide travel is a requirement of the position

OUR ORGANISATION

The Victorian Aboriginal Community Services Association Limited (VACSAL) is the recognised state-wide Peak Advisory body on Aboriginal Community issues. VACSAL is a community based, community controlled organisation, comprising representatives from Koorie organisations across the State. As well as having an advisory role, VACSAL delivers and manages a range of critical community services across Victoria.

VACSAL Aboriginal Centre for Males is a key stakeholder in addressing and focussing on the issues surrounding family violence and strongly support men to commence and continue a path of healing for themselves, their families and communities. In 2005 the state government introduced reforms to the family violence service system. As a result Victoria has established an Integrated Family Violence System that enables a range of service providers to respond collaboratively to Aboriginal Men who use violence against women and families.

POSITION SUMMARY

The Family Violence MBC Program at VACSAL aims to keep victim survivors, children, and families safe, whilst supporting them to recover and thrive. Concurrently, the DFV Program collaborates with the wider service system to ensure that people who use violence are kept in view, held accountable, and supported to change their behaviours.

The purpose of the Men's Behaviour Change (MBC) Group Coordinator is to deliver group-based support to men who have used or are using family violence. This is accomplished by applying extensive knowledge and skills in trauma-informed and evidence-based counselling and/or therapeutic frameworks, with specific emphasis on managing DFV risk and supporting long-term behaviour change.

KEY RESULT AREAS

Tasks

- Provide evidence-based clinical practice to allocated clients under the Principles of the MARAM Framework, expected service delivery and funding targets, and at a high standard of quality.
- Deliver and ensure continuous improvement of Men's Behaviour Change Group services, including appropriate and best practice skills in working with group facilitators, under prescribed standards and guidelines
- Participate in inter-agency committees, panels, and other groups requiring a collaborative or integrated approach to address high risk cases and related concerns
- Activate urgent notifications, safety planning, responses, and referrals as required to ensure client safety in situations of distress or when warranted by ongoing risk assessments
- Respond to and report on clinical incidents and critical incidents involving clients, with time-sensitive attention to risk management and incident response procedures as per organisational policy and procedures
- Supervise students on field placements when requested, in accordance with the relevant professional standards, models of best practice, legislation, and regulatory frameworks
- Exercise professional judgment in the fulfillment of clinical service delivery and other related responsibilities, under the general direction of the Program Manager
- Role model high standards of professional practice and conduct in client service delivery, working in partnership with colleagues and external agencies
- Prepare and maintain high-quality clinical records and update relevant databases within agreed timeframes and in accordance with relevant organisational body policies and procedures
- Complete all program specific administrative tasks within the required time frames
- Participation in regular performance reviews and appraisals
- Competently use all relevant organisational databases
- Active participation in professional development
- Completion of mandatory training
- Assist with VACSAL community events such as Naidoc activities, sports carnivals etc.
- Create a yearly work plan, ensuring it aligns with your KPI's and is in conjunction with your program and the Strategic Plan. Ensure it is updated bimonthly as part of your supervisor sessions.
- Attend bimonthly supervisor sessions.
- Attend VACSAL In Service and AGM Service annually.
- Any other duties as directed by your manager that are considered a reasonable requirement of the role

KEY SELECTION CRITERIA (KSC)

Mandatory KSC:

Essential

1. Ability to behave in accordance with the Code of Conduct and the Values of the Organisation
2. Tertiary qualifications in Social Work, Social Welfare, Counselling, Psychology, Community Welfare Work or relevant equivalent fields
3. Qualified Principal Facilitator under the Family Safety Victoria Men's Behaviour Change Minimum Standards
4. Membership (or at least eligibility for membership) and registration in relevant professional associations, such as the Psychotherapy and Counselling Federation of Australia (PACFA), the Australian Counselling Association (ACA), the Australian Community Workers Association (ACWA), and/or the Australian Association of Social Workers (AASW)
5. Demonstrated experience in direct clinical service provision through various counselling, support, and/or therapeutic interventions to women victim survivors of family violence, and/or their children in crisis or recovery situations
6. Demonstrated experience in applying feminist principles in responding to the gendered nature of violence against women and its impact on children
7. Demonstrated ability in IT and telehealth software (Zoom, Teams) including Microsoft Office (Outlook, Word/typing skills) and client management systems
8. Knowledge and experience of different clinical procedures, tools, workflows, standards, and models of care relevant to counselling practice or other healthcare settings
9. Well-developed communication skills with the capability to prepare reports and correspondence in clear information in a manner appropriate to the purpose and audience
10. Completed comprehensive training in the Family Violence Multi-Agency Risk Assessment and Management (MARAM)

Mandatory Requirements

11. Current Australian Drivers Licence or accepted International Drivers licence
12. Confirmation of your right to work in Australia, Satisfactory National/International Police, and Victorian Working with Children Checks must be provided prior to commencement
13. Evidence of COVID Vaccination or Contraindication must be provided prior to commencement

Desirable

14. Familiarity with perpetrator intervention frameworks and standards from other states/jurisdictions
15. Working towards, or completion, of relevant post-graduate study

Other Relevant Information:

- After hours work may be required
- The successful applicant will be required to disclose any pre-existing injury/injuries and/or medical condition/s, which could be aggravated by the type of employment they are applying for. The existence of an injury/injuries and/or medical condition/s will not preclude the applicant from employment, unless they are unable to perform the inherent requirements of the position. However, failure to disclose any relevant information may affect a claim for Worker's Compensation.
- A current National Police Check and Working with Children's Check are legislative requirement for this position and must be provided prior to commencement. Proof of full vaccination against COVID-19 is also a requirement. VACSAL staff members at every VACSAL site are required to have a minimum of two (2) doses to be fully vaccinated. Staff members who work at or perform duties at a Government site will be required to have at least two (2) doses of a COVID-19 vaccine and a third dose where they had their second dose more than 6 months ago if required.
- Current Victorian Driver's License

How to Apply:

Applications for this position must include the following:

1. Written cover letter that outlines why the applicant believes that he/she would be suitable for this position.
2. Detailed Curriculum Vitae that outlines educational and employment background, which must also include at least 3 referees.
3. A detailed response to the Key Selection Criteria.
4. Aboriginal and Torres Strait Islander applicants are encouraged to apply

Applications for this position close on **24th January, 2024**. Applications must reach VACSAL office by close of business that day.

It is a mandatory requirement that all successful applicants will be required to provide a current Working with Children check, proof of vaccination against COVID-19 and a current National Police check.

Applications must be marked ***Private & Confidential*** and addressed to:

Linda Bamblett
Chief Executive Officer
Victorian Aboriginal Community Services Association Limited
496 High Street
Northcote, VIC 3070
Email: hr@vacsal.org.au

Further information or questions concerning this position can be directed to Bradley Stephens on 03 9416 4266 or via email: Bradley.stephens@vacsal.org.au