

Location/s	Selected Venues
Reporting to	Team Leader
Direct Reports	Nil
Level	Band C
Date Updated	July 2018

About the Role

The primary purpose of this role is the provision of counselling and therapeutic group work to men or people who use domestic and family violence, and to develop and deliver community development strategies aimed at increasing awareness about the effects of Domestic & Family Violence (DFV). The role will engage with men using violence, with a strong focus on safety for women and their children, using safety, accountability and responsibility frameworks.

The Domestic & Family Violence (DFV) Group Facilitator and Counsellor is allocated to the DFV Facilitator Level 2.

Key Responsibilities

Perpetrator Group Facilitation	<ul style="list-style-type: none"> • Co-facilitate and play a leadership role in the Stopping Family Violence program (perpetrator intervention group sessions). • Using client assessment tools, co-worker feedback, and professional judgement, review and interpret participant progress through Stopping Family Violence program. • Evaluate the client's level of responsibility and any changes in risk of harm to self or other. • Report and implement risk management actions to ensure safety.
Individual Counselling and Referral	<ul style="list-style-type: none"> • Conduct individual intake and assessment of participants applying for the Stopping Family Violence program; which includes assessment of eligibility and suitability to the Stopping Family Violence program. • Provide therapeutic counselling, including creating opportunities for the client to take responsibility for changing their abusive behaviour and address attitudes and beliefs that contribute to and foster the perpetuation of violence and abuse. • Employ contemporary theoretical and evidence-base approaches to inform counselling treatment for individuals. • Link group participants to other services as necessary.
Community Education and Engagement	<ul style="list-style-type: none"> • Network with key stakeholders to develop and maintain collaborative relationships that build community capacity and raises awareness of DFV. • Use a collaborative approach to develop and implement initiatives informed by community and stakeholder needs. • Develop and maintain effective partnerships and close connections with relevant services in the local region. • Participate in local Community Coordinated Response networks involving the Queensland Police Service, local magistrates and non-government organisations. • Participate in DFV events, including Domestic and Family Violence Prevention Month.

Additional Service Delivery Requirements	<ul style="list-style-type: none"> Practice in accordance with the DFV Service Manual specifications. Provide support to the courts where required, including providing court support services and advocacy directly to men who have or are using domestic or family violence, as well as liaising with key stakeholders within the court system.
Duty of Care and Legislative Requirements	<ul style="list-style-type: none"> As per the DFV Service Manual, prioritise and advocate for the safety of women and children. Maintain confidentiality and understand the limits of confidentiality particularly as they apply to clinical risk management and duty of care matters (e.g., assessment of domestic and family violence, child safety, threat of harm to self or others, and other risk factors); and take appropriate steps to respond to risk and duty of care matters as required by organisational policy and procedure. Understand and meet legislative and funding requirements including collecting and recording statistical data in a timely and accurate manner.
Supervision & Professional Development	<ul style="list-style-type: none"> Demonstrate ongoing commitment to and participation in regular internal clinical supervision and professional development as per organisational policy and procedure. Be receptive to feedback and apply reflective practice.
File and Diary Management	<ul style="list-style-type: none"> Maintain client files, case notes and risk management documentation as per organisational policy and procedure. Maintain the client information system to enable effective and informed client bookings.
Administration and Planning	<ul style="list-style-type: none"> Where directed, assist with the provision of administrative and general office duties. Contribute to operational planning as requested by the reporting manager.
Organisational Responsibilities	<ul style="list-style-type: none"> Adhere to all organisational policies, procedures, standards and practices Act only in a manner that advances RAQ objectives, values and reputation Undertake any other reasonable duties, consistent with skills and experience, as directed by the reporting manager

Core Competencies

Business Acumen	Applies knowledge of the business and the industry to advance the organisation's goals.
Inspires Others	Creates a climate where people are motivated to do their best to help the organisation achieve its objectives.
Service Excellence	Builds strong client relationships and delivers client-centric solutions. Seeks ways to improve outcomes for clients as consistent with RAQ's Mission, Vision and Values.
Professionalism	Gains the confidence and trust of others through honesty, integrity, and authenticity.
Inclusion	Interacts with all stakeholders in ways that demonstrate respect of social and cultural differences, and a commitment to challenging attendant social inequities.

About You

To be successful in this position you will have:

	Required	Highly Desired
Qualifications	<ul style="list-style-type: none"> • Relevant Undergraduate qualification in Behavioural Science, Psychology, Counselling or Social Work. • Cert IV Training & Assessment. 	<ul style="list-style-type: none"> • Postgraduate Qualification in Behavioural Science, DFV, or Mental Health. • Membership of a relevant Professional body.
Experience	<ul style="list-style-type: none"> • Previous experience in facilitating relevant group work, including in men’s behaviour change group sessions. • Previous experience in generalist counselling. • Previous clinical experience in managing high volume, complex caseloads. • Demonstrated experience in engaging proactively with and supporting clients of diverse backgrounds (Aboriginal & Torres Strait Islander, Culturally and Linguistically Diverse, low socioeconomic status, people with disabilities and people of diverse bodies, genders and sexualities). 	<ul style="list-style-type: none"> • Experience working with mandated or potentially resistant clients.
Knowledge	<ul style="list-style-type: none"> • Knowledge of domestic and family violence and its impact, particularly on women and children; and understanding men’s behaviour change process. • Theoretical knowledge for working therapeutically with perpetrators. • Understanding of the Domestic and Family Violence Protection Act (2012), other relevant legislation, and confidentiality requirements. • General knowledge of the legal system, including court processes and the requirements for making an application for a Domestic Violence Protection Order. 	<ul style="list-style-type: none"> • Understanding of the Domestic and Family Violence and the Professional Practice Standards for Working with Men who Perpetrate Domestic and Family Violence. • Knowledge of local family and domestic violence support networks.
Skills	<ul style="list-style-type: none"> • Ability to identify, manage and review risk, particularly for DFV. • Ability to deliver counselling in both group and individual settings. 	

<p>Skills cont.</p>	<ul style="list-style-type: none"> • Ability to communicate with influence and build rapport, whilst maintaining healthy professional boundaries. • Highly developed interpersonal and communication skills, both written and verbal. • Effective time management, prioritisation and organisation skills. • Competent in computer use (Microsoft Office, email web based programs and have the ability to learn new programs and applications). 	
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It should be noted that Position Descriptions are under constant review and may be changed at any time.