

Position Description

Position	Specialist Men's Family Violence Practitioner
Program	Family Violence Services
Location	South Geelong
Date	May 2021

About Bethany

Bethany Community Support Inc. is a vibrant community service organisation based in Victoria that provides a broad range of prevention, intervention, support and educational services to children, young people, families and individuals.

Our Vision

To be a recognised leader in providing services that work in new ways to support children, families and individuals to be the best they can, develop secure relationships and participate in their community.

Our Values

- Courage We take action and stand up for what we believe
- Respect We value people and build on their strengths
- Integrity We are open, fair and just in everything we do
- Innovation We develop new ways of working to make a difference
- Collaboration We work together to improve outcomes

Bethany's Diversity Statement

At Bethany we celebrate diversity and innovation. We embrace creating a connected organisation which enables all service users, employees, students, contractors, and volunteers to feel safe from discrimination. We support an inclusive environment where people of all genders and ages, people living with a disability. First Nations people and people from LGBTI and CALD communities feel empowered to contribute their experiences and ideas; knowing that these will be valued.

Commitment to Child Safety

Bethany is committed to providing a child safe environment. We have zero tolerance of any abuse or maltreatment of children. We are committed to ensuring children and young people are able to actively participate in decisions that affect their lives.

Policy Context

The Victorian Government has committed to implementing all 227 recommendations of the Royal Commission into Family Violence.

Position Description

The Royal Commission into Family Violence (RCFV) highlighted the need for increased visibility and accountability of perpetrators of family violence, no matter which point of the service system they chose to enter (Recommendations 86, 87, 88 and 89). Central to these recommendations included the development of strong and capable perpetrator accountability practice, increasing the understanding the complex interplay between the primary reason men choose to use violence and any contributing factors, such as Alcohol and Drug Use and Mental Health and improving the outcomes for perpetrators who attend Men's Behaviour Change programs.

In March 2018, Bethany established the **Men's Family Violence Intervention Centre**. This Centre provides a coordinated response, designed to increase accountability and visibility of men who choose to use violence in their family relationships. The service is informed by cutting-edge research and emerging practice and will ultimately provide men access to services including:

- Individual assessment and treatment to male perpetrators of family violence
- Men's case management for male perpetrators of family violence
- Men's Behaviour Change programs
- Risk Management (MARAM) and Safety Planning
- Drug and alcohol counselling
- Forensic Assessment
- Financial counselling
- Housing and homelessness response

As the model develops, additional treatment services will be provided, including: Primary Health Care, mental health assessment and treatment and other counselling.

The Centre will also host a well-appointed training facility with a capability of hosting 75 people, thereby providing an incredible opportunity for local workers to build their capacity to work confidently with perpetrators of family violence.

Current responses include:

Intake Screening, Triage and Assessment of all male family violence perpetrators who are referred to the Barwon Family Violence Support and Safety Hub. This is a key component of the statewide integrated family violence reforms and has been designed to ensure that men who choose to use violence have timely access to a full range of services through earlier intake and assessment. All perpetrator assessments will consider suitability for entry to Men's Behaviour Change; Case Management; Fathering Programs; and/or their appropriateness and readiness for alternative services.

Men's Behaviour Change, primarily a group based intervention that seeks to engage male perpetrators of family violence in processes and practices designed to engender opportunities for the men to take responsibility for their violent behavior. This model is enhanced via the use of **Family Safety Contact Worker** work, which aims to provide education and support to the current or ex-partners (and potentially children) of the men who participate in the Men's Behaviour Change model.

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Men's Case Management program provides timely and responsive casework and case management assistance to men that use violence against women and children, specifically targeting men who are removed from the family home following the use of violence. This program offers two types of case management support, 20hrs of support or 3to 6 months support.

Community based Perpetrator Intervention Trial

This program will develop a tailored response to men to address his primary decisions to use violent and controlling behaviors that incorporates a man's cognitive impairment. This is a highly nuanced and as yet, underdeveloped area of practice.

Men's Behaviour Change and Case Management for Community Corrections

Men's Behavior Change receives referrals for eligible family violence offenders to address offending behaviour and meet an offenders Community Corrections Order conditions.

Case Management for men who are unsuitable for group program. They will receive 20hrs of support which includes individual themed sessions, aimed at addressing participants use of family violence in the context of their family, domestic, and intimate relationships.

Position Objectives

This position is responsible for working with men who perpetrate family violence by aiming to lessen the impact of family violence and changing perpetrator behaviour. Our services operate from a structural feminist analysis that understands family violence is a gendered crime that is strongly resultant of the social construction of male identity and behaviour i.e. masculinity, power and control and re-enforced by systems, ideology and behaviours within our society. We pay particular attention to the active identification and management of all risks associated with family violence. Bethany currently manages a suite of specialist family violence response services for men who choose to use violence in their intimate partner relationships and in their role as fathers and will look to strengthen their responses with the development of the Men's Family Violence Intervention Centre.

Key Responsibilities

- Respond to intake enquiries including but not limited to telephone, self-referrals and secondary consultations
- Provide case management support to men referred via assessment outcomes, Community Corrections or the Family Preservation Reunification program
- Facilitate Group work programs for Men who perpetrate violence.
- Assist with preparation, coordination and completion of group work programs.
- Deliver services and support via phone and outreach at client's home or other sites
- Undertake comprehensive risk assessments and risk management in accordance with MARAM and the Framework for Comprehensive Assessment in Men's Behaviour Change Programs and Men's Case Management.

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- Support the delivery of coordinated and integrated responses to children and families in need of support and to perpetrators of all forms of family violence liaising with partner contact and specialist women's service using relevant risk assessment tools and frameworks.
- Undertake consultation, planning and information sharing (as per Family Violence Information Sharing guidelines) both internally and with external agencies.
- Participate in care team meetings as required to provide risk updates and planning.
- Participate in training and development activities designed to build capabilities
- Work within a specialist discipline to deliver Men's services and develop an understanding and capabilities to work safely across other areas of specialization.
- Make referrals to other services as needed for example, mental health, alcohol and drug services, health and employment, education and training providers.
- Work strictly within the standards and practice principles of No to Violence.
- Actively participate in regular formal supervision with Team leader – Specialist Men's Family Violence Service.
- Record client information accurately on relevant Data bases.
- Attend regular team and agency meetings and participate in professional development and training.
- Share integrated service approaches and learnings with members of the Hub team and with Bethany.
- Maintain accurate and appropriate client files and in line with accreditation standards.
- Maintain and monitor required data systems.
- Participate in, contribute to management reporting and program evaluation, and review as required.
- To positively and professionally promote and represent the organisation internally and externally in a range of forums and meetings across the sector and with key stakeholders.
- Provide support to Support and Safety Hub when required.
- Make recommendations to effectively resolve problems or issues, by using judgment that is consistent with Bethany Values, standards, practices, policies, procedures, regulation, industrial instruments or legislation.
- Support and participate in the Agency's continuous quality improvement process.
- Other duties as required.

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Key Selection Criteria

Essential

1. Meets the Mandatory Minimum Qualifications for Family Violence Practitioners by meeting one of the below:
 - a. Holds a Bachelor of Social Work or equivalent qualification, or
 - b. Have been employed in the specialist family violence workforce before 1 July 2021 with continuous services (has not had a break from this work for more than 4 years), or
 - c. Brings significant cultural knowledge or lived experience and is working towards a Bachelor of Social Work or equivalent qualification, or
 - d. Holds at least 5 years of relevant professional experience or hold a related qualification and is working towards a Bachelor of Social Work or equivalent qualification.
2. A graduate diploma or graduate certificate qualification in Client Assessment and Case Management (Men's Family Violence) or willingness to undertake this course.
3. Minimum 2 years' experience in the specialist family violence field, demonstrated particularly in provision of intake, risk assessment and case planning and working with male perpetrators of family violence.
4. Current full Victorian Driver's Licence
5. A satisfactory criminal records check and Working With Children Check
6. Knowledge of relevant legislation and ensures compliance in work practices.
7. Proficient in the use of MS Office, databases and knowledge of a range of IT programs.

Desirable

8. Demonstrated understanding of men's accountability work.
9. Comprehensive understanding of the gendered nature of family violence and the impact for women, children and families.
10. Ability to specifically identify and work against collusion and minimisation of male family violence.
11. Experience in working within a case management framework with complex client cohorts.
12. Ability to demonstrate culturally sensitive practice in relation to family violence, inclusive of the needs of Aboriginal and CALD communities.
13. Excellent communicator with strong interpersonal, advance written and oral communication.
14. Competent in self-management and solution focused.
15. Contributes to the development of processes and systems to improve quality of service

Capabilities and Personal Attributes

- Demonstrates commitment to social justice and social inclusion and advocates for clients to achieve positive change.

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- Maintains a positive approach to change and adapts to new or different ways of working.
- Demonstrates appropriate interpersonal skills, actively participates in all aspects of the role, supports colleagues and values diversity in the team.
- Models and promotes organisational values including self-awareness, self-management and social awareness in communications, problem solving and conflict resolution and promotes Code of Conduct.
- Is aware of relevant legislation and ensures compliance in work practices.
- Openly shares information participates and contributes to the team to improve client outcomes.
- Shows initiative and looks for ways to work more dynamically.
- Contributes to the development of processes and systems to improve quality of service.
- Utilises formal and informal networks to achieve client outcomes.
- Works with colleagues to enact team plan and understands own role in achieving organisational mission.
- Advocates and champions to achieve positive change.
- Demonstrates a strong and ethical commitment to gender equality.
- Demonstrates commitment to social justice and social inclusion.
- Leads a culture of respectful relationships and behaviour across the organisation.
- Is truthful and ethical and leads and reinforces expected standards of behaviour at all times.
- Generates ideas and solutions and takes advantage of new and emerging opportunities
- Creates and sustains dynamic and productive relationships to maximise outcomes.

Organisational Relationships

Supervisor	Team Leader – Specialist Men’s Service
External Liaisons	Sexual Assault and Family Violence Centre, Victoria Police, Corrections Victoria, Wathaurong, Colac Area Health, DHHS Child Protection, Family Safety Victoria and other Community Service Organisations
Stakeholders	All Staff

Conditions and Remuneration

Salary	This position is classified as an award payment on the Social Community HomeCare and Disability Services Award 2010, Social and Community Services Employee, Level 6, pay point 1-3 \$90,752.15 - \$94,757.38 plus superannuation (pro-rata if part time). In addition, the package also includes salary sacrifice as per government legislation.
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Ordinary Hours	Ordinary hours of work will be worked between agency hours of 8am to 7pm. Work outside of ordinary hours and days will be required with the appropriate penalty rates.
Conditions	Other conditions of employment as per the Bethany Enterprise Agreement.
Travel	Travel will be required to other Bethany offices and across the Barwon South West region and other locations.
Physical Requirements	<ul style="list-style-type: none"> ■ Sit at a computer or in meetings for extended periods - Daily ■ Work in an open plan office - Daily ■ Work on call or after hours - Regular ■ Driving - Regular ■ Outreach home visits - Regular (within current Bethany COVID-19 guidelines) ■ Acknowledging impact of COVID-19 restrictions: work may include remote access and Working from Home arrangements as required by the organisation.
Right to work in Australia	You must either be an Australian citizen; or have permanent residence status; or an appropriate visa issued by the Department of Immigration and Citizenship that entitles the employee to work in Australia.

Employee Declaration

I have read and understood this Position Description and in signing this document agree that I am capable of fulfilling all of the requirements of the position described in this document. Additionally I agree to notify management immediately of any change in my capacity to meet any of the requirements outlined in this Position Description.

Name:

Signature:

Date: