



POSITION DESCRIPTION

Child & Youth Counsellor (Toowoomba)

Position Details

Position:	Child & Youth Counsellor (Toowoomba) 0.7 FTE Contracted position until Sept 2021 with 6-month probationary period
Classification:	Social, Community, Home Care and Disability Services Industry Award 2010 and the DVAC Certified Agreement 2017 Level 5.1 – 5.3
Salary:	\$42.93 - \$45.12 (hourly rate) or \$83,713.50 to \$87,984 pro rata per annum
Additional Benefits:	Generous salary sacrifice package, 10% superannuation, additional bonus leave, professional development budget, external supervision, EAP
Hours:	52.5 hours per fortnight (Monday to Friday 9am - 5pm) Agreed Days to be confirmed
Accountability:	DVAC Board of Management, CEO, Managers, Team Leader and Staff Team

Organisation information

Vision

Passionate Leaders creating freedom from gender violence.

Purpose

DVAC works with individuals and communities to eliminate, prevent and respond to domestic and family violence, and sexual violence by:

- Collaboratively providing quality support services;
- Challenging social norms and structures that enable people to use violence/enable the use of violence;
- Building awareness and capacity within the community; and
- Encouraging egalitarian relationships.

Philosophy Statement

The Domestic Violence Action Centre (DVAC) has a long history in providing high quality services to women, children and young people who have experienced domestic and family violence in the Ipswich, Toowoomba and surrounding regions. DVAC works from a feminist perspective. We have a gender analysis of domestic violence that understands that domestic and family violence is a result of systemic power imbalances and inequalities. We acknowledge the many barriers that exist for women and their families as they seek safety and support, and that women from diverse backgrounds can face particular and unique barriers. We are strong advocates for change on all levels. We actively stand against all forms of oppression (including racism, sexism, ableism, homophobia, and multiple other forms of oppression) and believe in the right of justice, equality and fairness for all.

We regard women as the experts over their own life and we see our work as a partnership that is respectful, transparent and accountable. We work from a relationship-based approach where we are committed to sharing information, validating choices and ensuring we provide a safe space that is non-judgemental and at all times supportive.

We aim to consistently apply the same set of values and principles to all levels of our work – with clients, with colleagues in our organisation, and in our valued relationships with other workers and organisations within the service sector. We aim for a high level of integrity in all aspects of our work and we welcome feedback and input from all those involved with our service.

Through high quality service delivery combined with education, training, awareness raising and activism against violence in all its forms, our hope is to use our passion as leaders to create a world free from gender violence.

The Organisation

You will find detailed information about the organisation on our website www.dvac.org.au

Equal Employment Opportunities

DVAC values diversity in our workforce, and as such encourages applications from women from Aboriginal or Torres Strait Island backgrounds. DVAC also encourages women from culturally or linguistically diverse backgrounds to apply for vacant positions. DVAC recognises and celebrates the unique benefits that employing a diverse group of women with a broad range of life experiences, brings to the organisation. DVAC has an exemption under Section 25 of the *Anti-Discrimination Act 1991 (QLD)* and it is a general occupational requirement that all applicants identify as female.

Position Summary

The Child & Youth Counsellor (C&YC) is required to provide

- Outreach to community and school locations to children and young people who are impacted or at risk of experiencing domestic and family violence;
- Short – medium term virtual and/or face to face counselling services, youth initiatives including groups to children and young people living within Toowoomba, Darling Downs and Southern Downs regions;
- Individual risk and needs assessments, safety planning and case management.

Key Responsibilities and Outcomes

Service Delivery

- Provide specialist attachment and trauma informed individual counselling to children and young people who have experienced or are experiencing domestic and family violence or at risk of using violence in their dating relationships;
- Provide dyadic and systemic intervention planning with clients to support attachment relationships as appropriate;
- Undertake face to face or virtual risk and needs assessment, case planning with children and young people and in some cases for children under 14 years their non-offending parent or caregiver;
- Undertake and/or participate in case coordination and case management of clients where required;

- Report risk management issues that may impact upon the safety and health of clients to the Counselling Team Leader or Service Manager in her absence;
- Support and resource service providers in relation to any aspect of domestic violence;
- Liaise with other service providers regarding possibilities for collaboration in service delivery, particularly in relation to joint delivery of groups with all client groups;
- Liaise and work cooperatively with other workers within the service to ensure appropriate access, eligibility and support of clients in the service;
- Be responsible for minor financial delegations attached to the program ensuring fiscal liability within the appointed budget;
- Moderate to advanced IT skills and proficient in working with Microsoft Office programs;
- Undertake administrative duties associated with direct service delivery and data collection;
- Participate in an on-call after hours roster for mobile outreach to women and children in motels or other temporary accommodation awaiting refuge.

Staff Team:

- Participate in the development of a supportive and safe working environment for all staff, including clear communication paths and consultative decision-making practices;
- Abide by the DVAC Code of Conduct, communication commitment and associated procedures in relation to respectful and direct communication;
- Actively prepare for, and participate in regular performance appraisals with direct line manager and Service Manager;
- Undertake internal and external professional supervision to ensure accountability of work practices and professional development in relation to the direct work with clients and organisational practices;
- Participate in support systems within the organisation including staff meetings, team supervision, staff appraisals, and informal contact; and
- Provide and receive peer support as a part of the staff team.

Organisation:

- Participate in the development of the provision of anti-discriminatory, Child Safe and client-centred practice in accordance with service values and requirements;
- Advocate on behalf of clients and the service within the funded area;
- Participate in completing program specific monthly written reports to the Service Manager and the Management Committee as well as completing data entry for quarterly reports for the funding body in consultation with the Service Manager;
- Participate in staff and team meetings fortnightly and Management Committee meetings as required;
- Represent the service to funding bodies, external stakeholders, media as required;
- Participate in the monitoring of legislative and policy developments regarding domestic and family violence and sexual violence;
- Work within the *Qld Government Domestic and family violence services Practice Principles, standards and guidelines*;
- Undertake any other duties as lawfully directed by the CEO or Service Manager or Team Leaders.

Accountability

The C&YC is required to work within the philosophy, objectives and policies of the organisation including:

- Working within a feminist framework;
- Working as a member of the staff team;
- Utilising consultative and collaborative processes.

The C&YC is accountable to the Counselling Team leader, though may report to the Service Manager, CEO and the Board as the employing body, however the immediate line of accountability is with the Counselling Team Leader. The C&YC will comply with the established processes for ensuring the transparency of all decisions and actions taken in the course of the work. The SASV Counsellor will also be accountable to the staff team and the consumers of the service.

Preferred Qualifications and Experience

- Possession of relevant tertiary qualifications in psychology, counselling, or social work;
- Experience in delivering trauma informed counselling, school based and group activities and recovery to children and young people;
- Demonstrated knowledge, experience and or the opportunity to develop knowledge of Child development, trauma, attachment and the impact of trauma on child development;
- Experience and skills in working in community-based organisations utilising a feminist perspective and its application in working against domestic and family violence and sexual violence;
- Knowledge and skills to ensure the provision of culturally, gender and age appropriate services to clients;
- Well-developed interpersonal and communication skills;
- Working knowledge of the Domestic & Family Violence Protection Act 2012 and knowledge of court and legislative proceedings as they relate to the Act, and working knowledge of the Child Protection Act 1999 Qld;
- All DVAC staff are required to complete a National Police Check upon successful offer of position;
- Current driver's licence and Blue Card.

Personal Attributes

- Passion for working with children and young people who have experienced trauma in a rapidly changing, intensive, crisis driven environment;
- Ability to remain calm and make professional assessments under pressure;
- Well-developed interpersonal and communication skills to include negotiation, advocacy and conflict resolution;
- Ability to advocate while maintaining positive relationships with both stakeholders and colleagues;
- Ability to be organised, prioritise and manage time effectively in the face of multiple demands;
- Willingness to engage in honest, transparent, reflective and accountable practice;
- Values which match the values and the feminist ethos of the organisation.

Applying for this position

Please send a current CV along with a no more than **2 page** expression of interest document addressing the below selection criteria to liza@dvac.org.au using the subject line “Child & Youth Counsellor EOI Toowoomba”

The closing date is 9am Monday 25.01.21

Selection Criteria

1. Outline your theories, practical knowledge and understanding of the impact of domestic and family violence on children and young people, including feminist framework, child protection, attachment, child development, cultural considerations and trauma.
2. Summarise your ability to identify, assess and manage risk.
3. Outline your experience and skills in developing and implementing group based and individual work with children and young people in varied settings e.g. school, community based and/or virtual context.
4. Identify the strategies and skills you use to prioritise competing demands and promote collaboration within a team setting.
5. Outline your knowledge and competency in administrative functions within a community-based organisation (e.g. computer skills, data management, reporting, verbal and written skills).
6. Outline your knowledge of legislation relevant to the protection of children and young people.
7. Identify your ability to network, collaborate, initiate and lead partnerships with appropriate stakeholders when working with children and young people.