



POSITION DESCRIPTION

Graduate Domestic and Family Violence Worker

Position Details	
Position:	Graduate Domestic and Family Violence Support Worker
Classification:	SCHADS Social, Community, Home Care and Disability Services Industry Award 2010 Level 4.1 and the DVAC Certified Agreement 2017

Organisation information

Vision

Reduce the prevalence and impact of gender-based violence in our communities.

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 gendered analysis of domestic violence that understands that domestic and family violence is a result of systemic power imbalances and inequalities. We work from a position of ensuring safety for women and children while holding perpetrators accountable for their behaviour.

Our Organisational values are the pillars for our work. Our values are Community, Accountability and Resilience.

The Organisation

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

Equal Employment Opportunities

DVAC is committed to diversity in our workplaces. We encourage people who identify as Aboriginal or Torres Strait Islander, have a disability, come from different cultural backgrounds and the LGBTQ+ community to work in our organisation.

Position Summary

The Graduate Domestic and Family Violence Support Worker provides a holistic domestic violence response to people who have experienced or are experiencing domestic and family violence using a trauma informed, person centred approach.

Key Responsibilities and Outcomes

Service Delivery

- Provide information and referral support to individuals who are experiencing Domestic and Family Violence
- Provide risk assessment and crisis support including safety planning, advocacy, information, and referral
- Provide case management services to people experiencing Domestic and Family Violence, including establishing and maintaining support plans
- Liaise and work with stakeholders and internal DVAC staff to ensure appropriate access, eligibility, and support of clients in the service
- Undertake administrative duties associated with direct service delivery and data collection

Staff Team

- Participate in the development of a supportive and safe working environment for all staff, including clear communication pathways and consultative decision-making practices
- Work collaboratively with the team and follow DVAC communication commitment and associated procedures in relation to respectful and direct communication
- Prepare for, and contribute to regular supervision, team meetings, appraisals and other Organisational meetings and training and a commitment to professional development and learning
- Work with accountability of work practices and professional development in relation to both direct work with clients and organisational practices

Organisational Responsibilities

- Compliance with DVAC Policies, procedures and practice guidelines
- Participate in the identification of trends to inform appropriate service development including funding submissions
- Advocate on behalf of the service within the funded area
- Participate in community engagement events and advocacy held by DVAC as required, such as those planned during Domestic and Family Violence Prevention Month, Sexual Violence Prevention Month and NAIDOC week
- Participate in all internal Organisational meetings as required
- Comply and contribute to the established accountability systems in place in the organisation
- Ensure the provision of inclusive, safe and appropriate services to clients in accordance with DVAC values and practice framework
- Work within the Qld Government Domestic and Family Violence Services Regulatory Framework, the Qld Government Interagency Guidelines for Responding to Adult Victims of Sexual Assault and the National Standards of Practice Manual for Services Against Sexual Assault
- Undertake any other duties as lawfully directed by Leadership

Accountability

The Graduate Domestic and Family Violence Support Worker 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 Graduate Domestic and Family Violence Support Worker is accountable to the Senior Worker and Team Leader, though will also report to the Managers, CEO and Board as the employing body. The Graduate Domestic and Family Violence Support Worker will comply with the established processes for ensuring the transparency of all decisions and actions taken in the course of the work. The worker will also be accountable to the staff team and the people who use the service.

Qualifications and Experience

- Possession (or near completion) of relevant tertiary qualifications in the psychology, social work or human services field
- Demonstrated understanding of Domestic and Family violence, including risk assessment, safety planning, crisis work, case management and advocacy
- Knowledge and skills to ensure the provision of inclusive, culturally, gender and age-appropriate services to clients
- Working knowledge of or the ability to acquire understanding of the Domestic & Family Violence Protection Act 2012 and knowledge of court and legislative proceedings as they relate to the Act would be desirable
- Current driver's licence and Blue Card
- All DVAC staff are required to complete a National Police Check upon successful offer of position

Personal Attributes

- Passion for working with women in a rapidly changing, intensive, crisis driven environment
- Ability to remain calm and make professional assessments under pressure
- 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
- Ability to connect daily crisis work with larger organisational goals and community outcomes
- Values which match the values and the feminist ethos of the organisation
- Ability to adapt to change and demonstrate resilience
- Demonstrates high ethical standards and integrity in all working relationships
- Ability to make effective decisions in a timely manner and to escalate as appropriate.

DVAC Organisational Workforce Capabilities

- Understanding the nature, drivers and context of domestic, family and sexual violence and trauma
- Upholding dignity and value through healing-centred engagement
- Managing risk, prioritising safety and recovery
- Working as part of an integrated system
- Demonstrating a reflective and self-aware approach