



## POSITION DESCRIPTION

### Men's Behaviour Intervention Program Facilitator

#### Position Details

<b>Position:</b>	<b>Men's Behaviour Intervention Program Facilitator</b>
<b>Classification:</b>	SCHADS Social, Community, Home Care and Disability Services Industry Award 2010 and the DVAC Certified Agreement 2017 Level 5.1 – 5.3

#### 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 to address violence
- Encouraging egalitarian relationships

##### The Organisation

You will find detailed information about the organisation on our website [www.dvac.org.au](http://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 Facilitator works alongside a second facilitator in leading participants attending the Positive Choices, Safer Families Intervention program to critically reflect on their behaviour in their intimate partner relationships.

A focus of the group is to prioritise women and children's safety through risk management and group work with the men who attend the program.

The purpose of the role is to:

- Guide men to critically reflect on their abusive and controlling behaviour, attitude and beliefs
- Be familiar with the underpinning framework of the Duluth Creating a Process of Change for Men who Batter program and be prepared to follow the curriculum of the Positive Choices, Safer Families program
- Prioritise women and children's safety Strengthen safety for women and their children and the accountability of men who use violence.

There are always two facilitators who facilitate all group sessions.

## Key Responsibilities and Outcomes

### Service Delivery

- Work alongside the Female Behaviour Intervention Facilitator
- Work alongside the Men's Program Facilitator as required where there is not a female facilitator available
- Identify and communicate risks and perceived risks that arise during the group program

### Organisational Responsibilities

- Meet reporting requirements identified under the Men's Behaviour Intervention Program
- Ensure the provision of inclusive and culturally, gender and age-appropriate services to clients in
- Participate in community engagement events and network meetings on behalf of the organisation
- Comply and contribute to the established accountability systems in place in the organisation
- Work within Domestic and Family Violence Services Practice Principles, Standards and Guidance; and Perpetrator Intervention Services Requirements

## Accountability

The Facilitator required to work within the philosophy, objectives and policies of the organisation including:

- Working within a feminist framework
- Maintain professional boundaries
- Utilising consultative and collaborative processes
- Maintain confidentiality and timely communication
- Maintain confidentiality as per DVAC HR policy

The Facilitator is ultimately accountable to the Team Leader but will also report to the Executive Manager- Specialist Services, CEO and the Board as the employing body. The Facilitator will comply with the established processes for ensuring the transparency of all decisions and actions taken in the course of the work. The Facilitator will be accountable to the staff team and the clients of the service.

## Qualifications and Experience

- Possession of relevant tertiary qualifications in the human services field
- Hold Intermediate Facilitator experience and qualifications as outline in Perpetrator Intervention Services Requirements (January 2022)
- Strong experience and skills in gender-based violence risk assessment, trauma informed practice, safety planning, crisis support, DFV counselling, system advocacy and case management
- Well-developed interpersonal and communication skills
- A working knowledge of or the ability to acquire understanding of Domestic and Family Violence Protection Act 2012 and knowledge of court and legislative proceedings as they relate to the Act
- Current driver's licence and Blue Card; and Covid Vaccination (or medical exemption).
- All DVAC staff are required to complete a National Police Check upon successful offer of position.

## Personal Attributes

- Strong belief that perpetrators are able to change their behaviour
- Willingness to listen to the Survivor's voice
- Gender-based analysis of domestic and family violence
- Ability to work autonomously
- Keen sense of critical self-reflection skills and use of self in doing this work

- Good self-awareness of own values and understanding of the way that perpetrators will use violence
- 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.

#### 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