

## POSITION DESCRIPTION



Position Summary	
Role Title	Men's Behaviour Change Program (MBCP) Facilitator (Male Role)
Reports to	Clinical Team Leader – Programs
Award	Social, Community, Home Care and Disability Services Industry Award 2010 (SCHADS)
Classification	Level 6, Pay Point 1 – 3
Employment	Full time <input checked="" type="checkbox"/> Part time <input type="checkbox"/> Contract <input type="checkbox"/>
Location	Sale

### Our vision

Aboriginal people enjoy their culture, family, work and community life in a safe environment free from violence.

### Our mission

Prevent and eliminate family violence so that individuals, families and our communities can live free from violence. We do this through wrap-around services and programs that support healing and cultural

### Cultural statement

- Aboriginal and Torres Strait Islander peoples have the oldest continuous cultures in the world.
- YWAHS celebrates and takes pride in the rich spiritual connection, cultural values and practices of Aboriginal and Torres Strait Islander peoples.
- We celebrate the significant contributions made and cultures shared to enrich all communities.
- We acknowledge and respect the special place of the Traditional Owners.
- We appreciate and value the opportunity to live, work and thrive on their lands.

### Our principles and values

**SELF DETERMINATION** A fundamental principle and practice that supports the exercise of true freedom. Full and total control of Aboriginal and Torres Strait Islander peoples' safety, healing, connections to land, country, culture, communities, and futures.

**FREE FROM VIOLENCE** Everyone has the right to live free from family violence and the fear of family violence.

**CULTURAL RESPECT** Recognising the cultural diversity that exists among our staff, clients and their families. Respecting the rights, views, values and expectations of Aboriginal and Torres Strait Islander peoples.

**HOLISTIC APPROACH** Encompassing the wellbeing of an individual, family and community. Recognising not only the physical but the social, cultural, spiritual, emotional and environmental influences of health and wellbeing.

**INTEGRITY, TRUST and HONESTY** in all our activities. Treating everyone equally, with courtesy, honesty respect and fairness. Being non-judgemental, and modelling ethical behaviour and practice.

**ACCOUNTABILITY and PROFESSIONALISM** Commitment to delivering safe and professional services to the community. Ensuring cultural appropriateness. Respecting personal and diverse boundaries and practices. Delivering outcomes for clients, community and the organisation.

**COLLABORATIVE RELATIONSHIPS** with our clients, community, partner agencies, governments and stakeholders to ensure coordination.

**KINDNESS, COMPASSION, COURTESY and DIGNITY** in our relationships with our clients, our stakeholders and with each other. Valuing the diversity of people and showing proper regard for their interests and **HUMAN RIGHTS**.

**CHILD SAFE** YWAHS is a child-safe organisation and is committed to ensuring the safety and wellbeing of children and young

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people with zero tolerance for child abuse. All successful applicants will be required to undertake a National Police Record Check and Working with Children Check prior to commencement of employment and periodically following commencement. YWAHS is an equal opportunity employer and has a smoke-free workplace policy.

**MARAM** This position is designated under the Multiagency Risk Assessment and Management framework (MARAM) Identification (Tier 1) which requires mandated MARAM Family Violence Comprehensive training and MARAM Comprehensive responsibilities.

### Role Purpose

Reporting to the Clinical Team Leader - Programs, the Men's Behaviour Change Facilitator possess strong communication and organisational skills, counselling skills and is committed to client focussed service delivery to engage in a trauma informed and multi-disciplinary approach to healing.

The MBC Facilitator will provide the intake and assessment of men referred to the Men's Behaviour Change Program (MBCP) and have knowledge of risk assessments in line with the MARAM Framework and information sharing guidelines to minimise risk for their partners and children. This varied and interesting position will have a focus on:

- Assisting men in stopping their violent and abusive behaviour against family members, by providing a range of program interventions within the 'No to Violence' framework.
- Providing a coordinated response to family violence, including identification, acknowledgement and response to women and children's needs and experiences.
- In consultation with Indigenous community members and other stakeholders, assist in the development of appropriate and effective responses to family violence within the Indigenous community.
- Being available to men who seek assistance (from within the criminal justice system and for those directed to attend programs via child protection proceedings and intervention orders).
- Providing assistance, support, and referral to the partners of men attending the program.

### Key Accountabilities

#### Referrals and Programs

- Provide assessments, referrals, counselling, and support services to referred men in an MBC group program in line with MARAM framework and NTV Standards and practices.
- Ensure safety is a priority by confirming all clients have undertaken risk assessment and appropriate strategies are implemented to manage risk. Refer or report serious or complex issues to supervisor. Co-facilitate a 'Men's Behaviour Change' group (within the philosophy and values of Family Violence and NTV minimum standards) to address partner safety, men taking responsibility for their violence, male privilege, power and control and other issues essential to addressing men's violence.
- Identify and respond to safety risks for women (ex) partners, relevant family members and children following established protocols and liaise with relevant women's and children's service providers as required. Liaise with Family Safety Worker, where appropriate and applicable, with a view to respond to the safety needs of partner and all family members.
- Identify and act upon safety risks for men, following established protocols and duty of care.
- Effectively liaise with police, women's services, internal services, and other external agencies to promote the YWAHS MBC and where appropriate to ensure a coordinated response to the client's needs.
- Maintain up to date client records, complete statistical data, program documentation and statutory reports as required. Ensure role complies with relevant acts including Privacy Act, Health Records Act, Children Youth & Family Act, Family Violence Act, Confidentiality and State-wide Family Violence Guidelines.

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- Participate in the YWAHS professional development activities, regular clinical and general supervision, support, and debriefing sessions where required and the organisation's performance review process.
- Actively participate in organisational development activities as required

### Reporting

- Maintain accurate and up to date client records.
- Input data on a daily basis into appropriate data systems (e.g. IRIS).
- Provide monthly data reports and reports on activities to the Clinical Team Leader – Programs

### Performance and Development

- Participate in the YWAHS professional development activities, regular clinical and general supervision, the development and implementation of workplans and debriefing sessions where required and the organisation's performance review process.
- Monthly Clinical Supervision with external provider.
- Actively take responsibility for maintaining professional knowledge and skills and obtain documented.
- Evidence of relevant continuing professional development as required.
- Continuously review processes and systems and implement improvements where appropriate.

### Other employee requirements

#### Quality and Risk Management

Actively participate and incorporate continuous quality improvement and sound risk management principles to all aspects of the role and in accordance with YWAHS policies.

#### Workplace Health and Safety (WH&S)

- Ensure a safe working environment is maintained for all YWAHS staff and clients.
- Ensure all WH&S processes and procedures are adhered to.
- Ensure all safety signage is in full view and in a language that is clear and precise.
- Ensure risk assessments are completed and authorised prior to the commencement of activities.

#### Cultural Diversity

Actively participate in a continuous process of developing cultural competence by broadening knowledge of and respect for diverse individuals and communities, with particular emphasis on the Wellington and East Gippsland demographic.

#### Teamwork

Work proactively with all members of the YWAHS Team in supporting the organisations aspirations and its strategic aims.

#### Other

May be required to perform other duties not specified within this document but commensurate with their classification, experience, and skills.

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### Required knowledge and skills (key selection criteria)

#### Education & Experience

- A relevant qualification and/or experience within Health and Social Services.
- Eligibility for membership of a relevant professional body.
- Either No to Violence (NTV) Graduate Certificate Social Science (Male Family Violence) OR willingness to undertake this qualification or willingness to be supervised by MBC Facilitator with this qualification

#### Essential knowledge and skills

- Demonstrated knowledge of Aboriginal culture and understanding of issues affecting Aboriginal people in a contemporary society and the history of intergenerational trauma.
- Demonstrated understanding of the issues underpinning family violence particularly as it relates to the Aboriginal Men's cultural context. Knowledge of pathways and linkages to other support programs and services.
- Demonstrated experience running and facilitating group activities in a range of educational, practical and therapeutic settings, including the capacity to deliver group activities for men with violence and abuse issues.
- Demonstrated flexibility and a commitment to the provision of quality services to men with violence and abuse issues.
- Demonstrated ability to work with Family Safety Worker, partners and children of participants to address safety issues and provide on-going monitoring.
- Demonstrated understanding of the MARAM framework and information sharing guidelines to minimise risk with victim survivors of family violence and the 'No to Violence' standards and practice principles.
- Proven ability to work in a sensitive and non-judgmental manner, with clients who come from a variety of cultural and socio-economic backgrounds.
- Demonstrated knowledge and experience of trauma informed care and practice and ability to work within a 'strength-based approach'.
- Excellent communication skills, both oral and written, including report writing and an ability to keep accurate and detailed client notes.
- A willingness to participate in training and organisational and professional development sessions.
- Demonstrated flexibility and willingness to work both independently and effectively as part of a multidisciplinary team.

### Mandatory role requirements

- Current satisfactory National Police check
- Valid Working with Children check (WWC)
- Current Victorian Drivers Licence
- Travel between sites will be required
- COVID Vaccination (3 doses)

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### Job Demands Checklist

YWABS endeavours to provide a safe working environment for all staff. The table below describes the demands and risk factors associated with this job. Applicants must review this information to ensure they can comply with these requirements. Successful applicants will be required to sign the acknowledgment at the end of the position description to confirm their ability to perform the job demands of this position.

### Frequency Definitions

<b>I</b>	<b>Infrequent</b>	<b>Activity required occasionally, not necessarily all shifts</b>
<b>O</b>	<b>Occasional</b>	<b>Activity required occasionally, not necessarily all shifts</b>
<b>F</b>	<b>Frequent</b>	<b>Activity required most shifts, up to 50% of the time</b>
<b>C</b>	<b>Constant</b>	<b>Activity that exists for the majority of each shift and may involve repetitive movement for prolonged periods</b>
<b>N/A</b>	<b>Not applicable</b>	<b>Activity not performed</b>

Normal workplace aspects of the role		Frequency				
Demands	Description	I	O	F	C	N/A
Sitting	Remain seated to perform tasks				X	
Standing	Remain standing to perform tasks		X			
Walking	Periods of walking required to perform tasks			X		
Bending	Forward bending from waist to perform tasks		X			
Kneeling	Remaining in a kneeling position to perform tasks		X			
Lifting/Carrying	Light lifting and carrying		X			
Lifting/Carrying	Moderate lifting and carrying - e.g. trolleys, tubs, car seats, shade structures, eskies. Lifting/moving tubs of materials & equipment in/out of cars and from store to activity rooms for activities.		X			
Lifting/Carrying	Assisted lifting (lifting with assistance from another person) – e.g. shade structures, eskies	X				
Lifting/Carrying	Level of fitness required for physical activities such as moving trailer and attaching and detaching from vehicle					X
Driving	Driving to and from activities across the region and transporting equipment and passengers	X				
Climbing	Ascending and descending ladders					X
Pushing/ Pulling	E.g. Moving trailer and attaching and detaching from vehicle.					X
Repetitive	Use of keyboard, typing, entering data etc.		X			

I confirm that I have read and understood this position description and believe that I am able to carry out the requirements of this role safely and effectively and that the conditions and requirements therein form part of my contract of employment.

X  
Employee signature

X  
Employee name (Printed)

Date: