

Overview

Yemaya Women's Support Service is based in Northern Tasmania. We provide free and confidential medium to long-term counselling and group work services to women who are experiencing or have experienced intimate partner abuse. We provide face-to-face and/or phone services for all women inclusive of religion, identity, ability, sexuality, social background, or culture. As an organisation, we listen to a woman's perspective of her past, present, and future in the counselling setting and provide ongoing support. The organisation also provides community development with the aim of eliminating family violence in Northern Tasmania.

The Specialist Family Violence Practitioner (office and community-based) will provide counselling, group work, community development and education, and capacity building within the 63 area of Northern Tasmania.

Location: The Specialist Family Violence Practitioner role is based in the Launceston office.

Reports To: The Yemaya Management Team and the Yemaya Management Committee.

Vision Statement: To support women to understand, process, and survive the impacts of abuse by an intimate partner, and contribute to lasting solutions to end family violence.

Our mission is to:

- Provide a safe therapeutic space for women who are experiencing or have experienced intimate partner abuse.
- Assist women to process, understand and find or regain individual empowerment.
- Collaborate with key stakeholders to address the gendered drivers of family violence and inform systems change.

Values Statement

Yemaya's understanding of intimate partner violence is grounded within a feminist framework and is defined as an expression of power, by men towards women, within a patriarchal society. Trauma-informed practice ensures that our services are safe and not retraumatizing for women. In all aspects of our practice and service delivery, Yemaya is committed to the following:

- Women-centred advocacy
- Accessibility
- Equality and Equity
- Safety
- Empowerment
- Community Awareness, Education and Primary Prevention
- Self-determination
- Collaboration

Position Profile

This Specialist Family Violence Practitioner role requires a professional approach underpinned by a focus on feminist, evidence-based frameworks, to achieve key outcomes for clients. The primary function of the role includes the following:

1. Provide feminist-based, client-centred, individual counselling and support to women who access Yemaya Women's Support Service (office and community-based). This may include telephone or in-person counselling and support and the facilitation of therapeutic groups. The Specialist Family Violence Practitioner will work collaboratively and professionally, ensuring best practice is evidenced across all services.
2. Work across various areas as required, including intake, community development, group work, case management, research, and meeting operational requirements.
3. In consultation with the Management Team, develop and implement service and program evaluations to maintain best practice across the organisation.
4. Engage in professional practice supervision to maintain practice excellence.
5. Identify and action areas of development for service innovation, as required and in consultation with the Management Team.
6. In consultation with the Management Team, contribute to raising community awareness of the drivers and impacts of family violence on women and children. Promote Yemaya's services through guest speaking at community groups, schools and other relevant organisations and businesses and attend community meetings and forums as required.
7. In consultation with the Management Team, support and contribute to the development of funding submissions and statistical reports when required.
8. When required, support the Management Team to liaise with relevant government and non-government organisations to provide relevant information and expertise.
9. Maintaining professional documentation, statistics, and administrative systems according to service and legislative requirements

Skills

The Specialist Family Violence Practitioner is required to demonstrate capability in:

- High level written, verbal and interpersonal communication skills.
- Feminist theory, framework, and practice.
- Problem-solving and navigating complex challenges.
- Critical thinking and reflection in counselling practices, team engagement and organisational development.
- Knowing when to seek internal and external expertise and support as required to inform professional practice.

Professional Tasks

It is expected that the following professional tasks are demonstrated at a Specialist Practitioner level:

- Assessing risk (client, workplace, organisational and structural).
- Engaging risk mitigation strategies.
- Working within the parameter of the AASW Code of Ethics and organisational requirements.
- Able to work independently.
- Demonstrate effective use of organisational systems and processes.

- Demonstrate effective time management skills.
- Contribute to the day to day running of the organisation.
- Engage effectively in case reviews, system reviews and evaluation processes.
- Ensure reports, documents and statistical data are provided within defined timeframes.
- Demonstrate high level written communication, including client case notes, client reports (victim impact statements) and client support letters.
- Provide case work support, including follow-up referral and advocacy as appropriate to ensure best outcomes for clients.
- Plan, facilitate and evaluate groups and programs.
- Provide task supervision to students and volunteers.
- Contribute to community development initiatives and build relationships with relevant stakeholders.
- Work alongside the AASW Code of Ethics and Practice Standards and Domestic Violence Victoria's Code of Practice for Specialist Family Violence Services for Women and Children.

Attributes

It is expected that the following attributes are demonstrated at a Specialist Practitioner level:

- Hold a values base around achievement, fun, innovation, celebration and success for clients, self, the team, and the organisation.
- Demonstrate confidence in the role and be self-managing as required of a level 6 practitioner.
- Know how to manage the intersection between personal and professional beliefs and values to maintain professional conduct.
- Is transparent, honest, ethical, open-minded, warm, compassionate, caring and self-caring.
- Contribute to a values-based culture, foster resilience, and acknowledge achievements. Is positive, supportive, flexible, collaborative, directional, empowering and encouraging of others.
- Know when own resilience is low and seek support through external and internal supervision and peer support.

Knowledge

It is expected that the following knowledge base is demonstrated at a Specialist Practitioner level:

- Highly developed knowledge and understanding of the theoretical issues concerning family violence, the abuse of power, its impacts and drivers and the structural inequalities between genders in society. An awareness and sensitivity to the needs of women and children who are in, or have left abusive relationships, including the impacts of this form of complex trauma.
- Knowledge of and ability to work within the Domestic Violence Victoria's Code of Practice for Specialist Family Violence Services for Women and Children. Knowledge of the AASW Code of Ethics and Practice Standards. Knowledge of the Tasmanian Family Violence Act

2004 and the Safe at Home policy framework. Understanding of mandatory reporting requirements.

- Is able to understand and action information and learning from conversations, training, supervision, and professional development into the role and share relevant information with the team.
- Has a solid knowledge base of a range of counselling theories and models.
- Is innovative, flexible, and adaptable to the individual needs of clients, co-workers and the organisation.

Employment Conditions:

The following Conditions of Employment are required for the Specialist Family Violence Practitioner position.

Professional & Personal Characteristics:	Ability to maintain a high level of professional practices. Engages in the role and with colleagues in a positive and authentic manner. Is highly conscious and self-aware. Ability to work effectively from a feminist framework.
Qualifications & Experience:	Tertiary training with a relevant qualification in an appropriate discipline such as Behavioural Science, Counselling, Social Work or Human Services with at least 2 years' experience in similar family violence role.
Probation:	This role holds a 6-month probation period, with a review at 3 months and ongoing periodic reviews through internal supervision.
Benefits:	Professional practice supervision. Well respected and positive employer. Progressive and supportive work environment. Salary sacrificing. Mental health leave.
Current driver's license:	Holds a current Open Class C driver's license. Has, and is willing to use own personal vehicle for work purposes (mileage paid).
Police Check:	Required to provide a satisfactory Schedule 1 National Police Check obtained no more than 3 months prior to commencement and a current Working with Vulnerable People card.
Compliance:	Comply with Yemaya's conditions of employment, code of conduct, informed consent, adherence to all relevant Acts, Codes and organisational policies including, Privacy, Anti-Discrimination, Bullying and Harassment, Evidenced Decision Making, Workplace Health & Safety and Covid-19 Plan & requirements. This position is required to sign an annual Code of Conduct and Confidentiality Agreement.

Selection Criteria

Please note: Applications for this position require full completion of the selection criteria.

Please limit your responses to 1 paragraph for each question. Please be as succinct and focused with your responses as possible.

1. Demonstrate your understanding of family violence and your experience working with victim-survivors.
2. Discuss your understanding of the impacts of family violence on victim-survivors and the community.
3. Demonstrate your understanding of the societal drivers of family violence.
4. Discuss your practice framework when working with victim-survivors of family violence and the counselling modalities you have used.
5. Please provide an example of when you have used critical thinking and self-reflection in complex decision making.
6. Discuss your experience in facilitating therapeutic support groups and delivering community education.
7. Discuss your experience undertaking complex intake assessments using a feminist, family violence proficient lens, including risk and safety assessments.
8. Discuss how you have collaborated with key stakeholders and initiated partnerships in your roles.
9. Discuss your experience in taking a lead role in program or project management and demonstrate how you have identified and addressed gaps in service provision.
10. Demonstrate any experience you have in collating and interpreting statistical data for reports.
11. Demonstrate how you have worked autonomously, managing your time, and prioritising a complex workload.
12. Demonstrate how you have worked in teams and how you would manage conflict in a team environment.
13. Discuss your communication style and skills, including verbal, written and interpersonal.

14. Demonstrate your knowledge of mandatory reporting requirements and how you applied them in practice.

Essential:

- Formal relevant qualifications (Social Work, Counselling, Psychology, Behavioural Sciences).
- Current driver's licence.
- Have and be willing to use your own personal vehicle for work purposes (mileage paid).
- National Police Check
- Current Working with Vulnerable People Card

Please send your completed address of the selection criteria and resume to:

admin@yemaya.com.au by close of business, Friday 24 November 2023

Thank you for taking the time to complete your application to work with Yemaya Women's Support Service.