

## Position Description

<b>Title</b>	Counsellor Advocate - SABTs
<b>Employment Type</b>	Part time or full time (0.8 -1.0 FTE) fixed term 12 months
<b>Reports to</b>	Team Leader, Therapeutic Services
<b>Work Location</b>	Geelong
<b>Date of review</b>	October 2022

### About The Sexual Assault & Family Violence Centre (The SAFV Centre)

Operating across the Barwon, West Melbourne and Wimmera areas of Victoria, The SAFV Centre offers a full suite of services for people impacted by sexual assault and women and children impacted by family violence. Our services include:

- 24-hour crisis care for victims of recent sexual assault and family violence, including advocacy and access to medical care and justice services;
- Intensive case management and court support for women and children who have or are experiencing family violence;
- therapeutic counselling and group programs for women and children who have experienced family violence; and adults, young people and children who have experienced sexual assault (including support for non-offending family members and friends);
- access to high security crisis accommodation for women and their children assessed as being at high risk of further harm; and
- early intervention services for children and young people under the age of 17 years who have engaged in problematic or abusive sexualised behaviours, and young people engaging in family violence behaviours.

Our organisation also delivers professional training and community awareness activities and we participate in a range of prevention initiatives to promote gender equality and negate violence supportive attitudes and cultures.

The SAFV Centre acknowledges and respects the traditional Aboriginal custodians of the land. Our organisation is informed by our feminist philosophy and we provide empowering and respectful services, welcoming diversity and inclusion in all we do. The SAFV Centre is a registered Child Safe Organisation; committed to safeguarding children and young people.

Our organisation's practice approach is shaped by contemporary research and evidence that highlights what is most effective when working with people who have been impacted by the trauma of sexual assault and family violence.

In Geelong, we are co-located in the Barwon Multi-Disciplinary Centre (MDC), with Victoria Police Sexual Offences and Child Abuse Investigation Team (SOCIT) and the Family Violence Police Unit and staff from the Department of Families, Fairness and Housing Child Protection practitioners. As a key partner, our organisation provides a highly specialised response for people who are impacted by the trauma of sexual assault and family violence within an integrated and seamless environment.

In addition, our organisation is a partner in The Orange Door that brings together or a mix of staff employed by Family Safety Victoria and staff from Community Support Organisations in the Barwon area.

## **Role Purpose and Accountability**

### **Purpose**

This position provides specialised counselling to children, young people and adults who have experienced sexual assault or family violence, and to their non-offending family or friends. The role may also include the provision of intake response, therapeutic services in group programs and intervention to children and young people who engage in problematic or abusive sexualised behaviours.

The position reports to a Team Leader, is supported by a team of highly skilled and qualified practitioners and receives regular clinical supervision and valuable peer and organisational support.

**Accountabilities:** *role accountabilities include, but are not limited to;*

### **Direct Service**

- Provide therapeutic services to children, young people and adults who have experienced sexual assault and women, children and young people who have been affected by family violence and to their supportive family members or carers. Therapeutic practice includes assessment and trauma informed counselling therapeutic group work and ongoing monitoring of risk and safety issues.
- Provide advocacy and support for people, as agreed by them within the broader service system including but not limited to; police, judicial, medical, educational, child protection, community services and family systems.
- Provide expert advice and secondary consultation to other professionals and organisations in relation to sexual assault and family violence.
- Maintain appropriate and up-to-date client records and statistical requirements and provide professional reports as required.
- Participate in an intake system to provide an initial response to people seeking support in relation to sexual assault and family violence, referrals and enquiries received from professionals, MDC partners, responding to crisis presentations, assessing needs, secondary consultations and providing intake appointments.
- As required, provide business hours crisis care support to people who have experienced a recent sexual assault.
- Possibly develop and deliver of therapeutic group programs.
- Possibly provide therapeutic services to children and young people who engage in problematic or abusive sexualised behaviours, and their families, including comprehensive assessment to facilitate treatment and intervention. The undertaking of this role is negotiated as determined by skill set, professional development and expertise of individual employees.
- In accordance with the strategic plan, assist in the delivery of community education and professional training to raise awareness of sexual assault and family violence as appropriate.
- Develop and maintain networks with relevant professional groups and community based organisations.

### **Organisational Responsibilities**

- Participate in staff and team meetings, clinical supervision, performance review and development plans, training and professional development.
- Participate in continuous quality improvement and ensure services are delivered in line with the evidence base.

- Contribute to research and presentations, including but not limited to conferences, training and journal articles regarding The SAFV Centre practice.
- Comply with relevant social and legal policy, as required.
- Participate in other activities and meetings relevant to The SAFV Centre.
- Ensure work practices are ethical and comply with The SAFV Centre Policy and Procedure and the code of the professional association of which the employee may be a member.

### **Key Selection Criteria**

Your application must address the following:

#### **Essential Qualifications and Experience**

- Degree or above qualification in social work, psychology, family therapy or similar discipline.
- Minimum two years relevant therapeutic experience post qualification.

#### **Essential Skills and Knowledge**

- Significant knowledge and expertise in working therapeutically in relation to dynamics and effects of trauma on children and adults, including family members and friends.
- A comprehensive understanding of the issues relating to sexual assault and family violence within a trauma informed, feminist intersectional, and systemic approach.
- Demonstrated assessment skills, including therapeutic assessment, crisis intervention, risk assessment and safety planning.
- Ability to work collaboratively with MDC partner organisations and across complex systems including but not limited to police, judicial, medical, educational, child protection, community services and family systems.
- Demonstrated ability to work autonomously and to value and contribute to a positive workplace culture as a team member.
- Have a sound understanding of harmful sexual behaviours and the factors that contribute to and maintain their occurrence, and of the impact of those behaviours on vulnerable children, family systems and the broader community.
- Significant knowledge and expertise relevant to working therapeutically with the dynamics and effects of harmful sexual behaviours, and experience working with the impacts of interpersonal trauma on children and young people, as well as on supporting family members/carers.
- A comprehensive understanding of the issues relating to harmful sexual behaviours, sexual assault and family violence within a gendered, feminist, structural, individual, legal and medical context.
- High level engagement skills and the ability to work effectively with both mandated and non-mandated clients.
- Ensure work practices are ethical and comply with The SAFV Centre Policy and Procedure and the code of the professional association of which the employee may be a member.

#### **Other**

- Commitment to the vision, philosophy, aims and objectives of The SAFV Centre.

- Commitment to continuous quality improvement and cultural equity in service delivery.
- Current Victorian Driver's Licence.

### **Referees**

Applicants must provide the name and current contact details of 2-3 professional referees including the most recent or current supervisor.

### **Period of Appointment**

This position is fixed term for 12 months and maybe extended beyond this period depending on funding.

### **Hours of Work**

- The position is part time or full time (0.8 to 1.0 FTE negotiable).
- Location of the position is at the Geelong office.
- Hours will usually be worked during business hours of 9.00am to 5.06 pm between Monday to Friday.
- The days are based on the needs of the service.
- Flexibility in working hours will be required from time to time as the need arises.

### **Salary and Conditions**

Annual salary range is \$87,140.06 - \$102,553.76 plus superannuation (pro rata for part time). Salary will be commensurate with experience and skills.

Industrial Instrument: The Sexual Assault & Family Violence Centre Enterprise Agreement 2018.

Salary Packaging: Provided via Maxxia. PBI status with other expenses available to package above this cap. The Sexual Assault & Family Violence Centre is a Public Benevolent Institution.

Superannuation: The employer will also make superannuation payments on your behalf in accordance with the *Superannuation Guarantee (Administration) Act 1992*.

Probationary Period - 6 months with a review conducted during this time.

### **Employee Responsibility – Mandatory prior to commencement**

Employee expense:

- Valid Working with Children Check
- National Police Records Check – renewed every 3 years of employment at employee expense

The SAFV Centre requires all employees to be fully vaccinated against COVID-19, unless they are an Excepted Person as defined by the COVID-19 Mandatory Vaccination (Workers) Directions. All applicants must therefore be able to comply with this requirement.

### **Other**

This position description is subject to review and may change in accordance with the needs of our organisation; including our operations, our clients and our stakeholders.

I, NAME, have read and understood this position description and agree to the requirements of this role as set out by The Sexual Assault and Family Violence Centre.

Signed: \_\_\_\_\_ Date: \_\_\_\_ / \_\_\_\_ / \_\_\_\_

Print name: \_\_\_\_\_