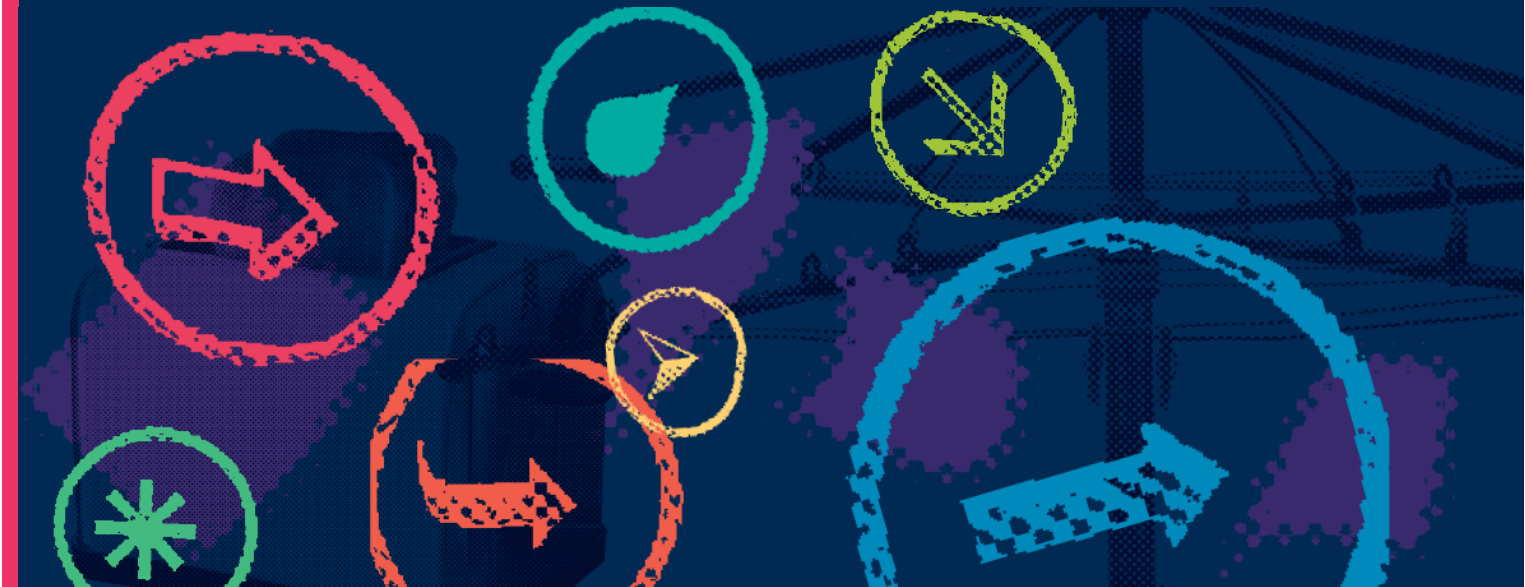


Women's Advocate

Brisbane Domestic Violence Service



Who we are

Micah Projects is a community based, not-for-profit organisation with a vision to create justice and respond to injustice at the personal, social, and structural levels in church, government, business, and society.

Micah Projects subscribes to the principle of non-discrimination that seeks to guarantee that human rights are exercised without discrimination of any kind based on race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth, or other status such as disability, age, marital and family status, sexual orientation and gender identity, health status, place of residence, economic and social situation.

We believe that every adult and child has the right to a home, an income, healthcare, education, safety, dignity, and connection with their community of choice.

Work Health and Safety

Everyone has a right to feel safe at work, and Micah Projects is committed to minimising the risk to any staff member, student, volunteer, contractor, consultant, and Board Member within the organisation. We work collectively to comply with the *Work Health and Safety Act 2011*.

What we do

Micah Projects works to break down barriers that exclude people from housing, healthcare, employment, and meaningful connections, and to give people a voice.

We support individuals and families including children to resolve crisis, break social isolation, have a home, access health and community services, and build a community.

We provide a range of support and advocacy services to individuals and families according to their needs. We ensure the immediate needs of participants are met in a supportive, informed, safe, and respectful manner.

Equal Opportunity

Micah Projects is an equal opportunity employer and promotes access to employment to individuals from a diverse range of social and cultural groups. We acknowledge the First Peoples of Australia as the traditional owners of this land and support their right to self-determination and cultural expression. We recognise that Brisbane is a diverse community and acknowledge the needs of individuals, families and communities relating to age, gender, disability, sexuality, and economic status.

Working together

It is important to Micah Projects that people feel welcome, have choices, and do not experience discrimination when working with Micah Projects.

It is our aim to work with participants, each other, and our partners to respectfully share knowledge, ideas, resources, and skills in order to improve the service for the people we support, and the people who work as part of Micah Projects.

Child Safe and Vulnerable Adult Safeguarding

Children and young people are entitled to live in a caring and nurturing environment and to be protected from harm and exploitation. Micah Projects is a child-safe and child-friendly organisation that prioritises the safety and wellbeing of children and young people. We actively provide guidance for management, staff, and others in identifying and responding to concerns about the abuse or neglect of a child or young person in contact with the organisation.

We extend these principles to create safe services for all participants we work with.

Position Overview

Position Title

Women's Advocate

Team

Family Pathways Program

Reports to

Program Lead

Line Managers

N/A

Employment Status

Full time, fixed term

Hours of Work (per week)

38

Classification/Award

Level 4/5, SCHADS 2010 (dependent on qualifications and/or experience)

Talkin

Program Lead

Based at

Zillmere

Backup when absent?

Program Lead & DFV Specialist Male Youth Advocate

Brisbane Domestic Violence Service (BDVS)

BDVS is the specialist domestic violence service for the Brisbane metropolitan region. BDVS is funded by the Department of Justice and Attorney General to provide free and confidential services to adults and children who have been impacted by domestic and family violence. BDVS has a focus on achieving safety and stability for the individuals and families that we support.

Working from contemporary evidence based best practice models, BDVS provides an array of services including crisis and case management, outreach, groups, safety planning, court support, information and referral, programs for men who perpetrate DFV, and psycho-social education on the dynamics of domestic and family violence.

BDVS operates 24 hours a day, 7 days a week from various locations across Brisbane. BDVS is committed to ensuring the service is accessible and inclusive by providing outreach and mobile services that meet people in locations which are safe and suitable to their circumstances, whether that be at home or in the community.

In leading the Brisbane Region High Risk Team and promoting cross-agency partnerships and collaborations at a local level, BDVS works within an integrated response framework across all programs and activities. An integrated service response aims to facilitate and coordinate appropriate and consistent responses to women and children affected by domestic and family violence and provide consistent responses to perpetrators that support victim safety, including appropriate responses for victims in high-risk situations.

BDVS is committed to recognising diverse relationships, family structures, and unique circumstances of each person's experience in the context of culture, socio-economic status, health and disability status, and sexual orientation.

Position Description

As a Women's Advocate you will...

work as part of the Family Pathways Program to support young people and protective caregivers impacted by domestic and family violence, with the aim of addressing the young person's use of adolescent-to-parent violence.

Interactions and Relationships

External

- Emergency Services
- Community Services
- Dept of Child Safety
- Dept of Youth Justice

Internal

- BDVS
- Organisational Services
- Other Micah Teams

Partnerships

- Government and Non-Government services
- Carinity Talera

Key Responsibilities

- Work within an integrated response within the Brisbane region ensuring smooth and responsive referrals, support and access to court information, legal assistance, housing and or emergency accommodation, family support and parenting assistance and information and referral into other identified services.
- Assess risks and prioritise the safety of protective caregivers, children, and young people using a trauma informed approach.
- Provide comprehensive risk assessment and safety planning in collaboration with protective caregivers, tailored to identified risk factors of intimate partner violence and adolescent-to-parent violence.
- Provide person-centered, safe, therapeutic support and psychoeducation, using centre based and outreach strategies to increase knowledge and understanding of adolescent-to-parent violence. This will occur throughout a protective caregiver's journey throughout the program from intake to closure.
- Provide services that adhere to principles of cultural sensitivity and assist with connection to culturally specific programs where appropriate.
- Provide support to the protective caregiver to support their child/children with the emotional and practical needs and issues arising from their child's experience of domestic and family violence.
- Plan and facilitate psychoeducation groups for protective caregivers, and individual sessions using an evidence-based program to address adolescent-to-parent violence.
- Provide advocacy, referral, and case coordination using a case management model focusing on maintaining safety for women, children and young people.
- Engage and refer protective males in families where safe to do so.
- Increase stakeholder's knowledge and understanding of adolescent-to-parent violence, with the aim of improving outcomes for families.
- Provide systemic advocacy to enhance the safety of protective caregivers, children and young people, and accountability of adult perpetrators of domestic violence in collaboration with both government and non-government agencies.
- Provide advocacy, referral, and warm introduction to partner agency, Carinity Talera.
- Maintain a high quality of work with individuals and families as evidenced by well documented case notes and support plans using organisational systems.
- Empower participants and foster their independence and access to appropriate resources, opportunities, and services within the community.

- Accountable and responsible for making sure that organisational data and records are accurate, complete, and consistent, and used in accordance with policies and procedures.
- Commitment to child and vulnerable adult safeguarding.
- Perform other duties as assigned by Supervisors.
- Commitment and contribution to a safe workplace as per the Work Health and Safety Act 2011.

Key Challenges

Key Challenges of the role includes....

- While performing the duties of the role, you may be working with people with varying degrees of trauma and/or under the influence of substances which may result in signs and symptoms of frustration, distress, and elevated behaviour responses.
- Ability to negotiate with emotionally heightened people, using de-escalation skills.
- Exposure to distressing or sensitive information.
- Managing a workload with deadlines and competing commitments and priorities which require negotiating and re-prioritising own work.
- Ability to undertake physical activities involved in a community-based environment including lifting, bending, squatting, pushing, pulling, trunk twisting, kneeling, standing, driving, and sitting for a duration.

Criteria and Conditions

Criminal History Screening

- National Police Certificate Blue Card
 Yellow Card APHRA Registration

Driver's License

- Essential Desirable

Travel

- Essential Desirable

Assets Provided

- Work Computer Work Phone Pool Vehicle Packaged Vehicle

Essential

- Relevant certificate, diploma or tertiary qualification and extensive experience, or a combination of experience, expertise, and competence.
- Demonstrated experience in working with people who may be experiencing a crisis, and the ability to conduct risk assessments and develop plans around safety and needs identified.
- Demonstrated knowledge of and ability to apply current theory and practice relating to domestic and family violence and a gendered analysis of this issue, including using a trauma informed approach to support and advocacy.
- Demonstrated understanding and knowledge of the nuances, characteristics, and dynamic risk of adolescent-to-parent violence.
- Demonstrated ability to provide psychoeducational interventions, group facilitation and support strategies in working with protective caregivers.
- Knowledge of or ability to rapidly acquire technical understanding of relevant legislation and regulations specifically; The Domestic and Family Violence Protection Act 2012 Section 5A Information Sharing, the Child Protection Act 1999, and an understanding of the Family Law Act.

- Demonstrated ability to work with both government and non-government agencies in a case coordination model.
- Demonstrated knowledge of culturally sensitive practice when working with Aboriginal and Torres Strait Islander peoples, and people from a Culturally and Linguistically Diverse background.
- Knowledge of or ability to learn cross-disciplinary responses to domestic and family violence.
- Demonstrated commitment to upholding child and vulnerable adult safeguarding principles.
- Demonstrated knowledge and use of IT systems including personal information and case management systems, data collection, Microsoft products.
- A positive attitude, and the ability to work flexibly and proactively in a team environment and autonomously within program guidelines with a commitment to the values and principles of Micah Projects to meet community needs.
- Demonstrated commitment to cultural diversity and a working knowledge of equity and WHS principles in the workplace.

Desirable

- Demonstrated experience working with adolescent-to-parent violence.
- Demonstrated training in Therapeutic Crises Intervention (TCI).
- Completed Safe and Together CORE Training.

General Conditions

- All employees are to practice the values of Micah Projects, as outlined in the Code of Conduct.
- Appointment to this position will be subject to a criminal history check, as outlined in the organisational Criminal History Screening Policy. All employees are required to cover the cost of this.
- All employees are to have valid working rights in Australia.
- All employees must utilise Micah Projects systems to facilitate the quality of the organisation’s work and services. This includes, but is not limited to, Microsoft Office suite, Quality, Human Resource, Finance, Data and Case Management Systems.
- Employment in this position is subject to continued funding.
- Employment may involve work or training outside of normal business hours.
- All employees will comply with Workplace Health and Safety legislation as outlined in organisational policy and procedures.
- All employees are required to engage in support and coaching through the organisational performance development system.

Acknowledgement

I have read this Position Description and understand the requirements and responsibilities of this position as part of my employment with Micah Projects

Employees Name _____

Signed _____ **Date** _____

Document History	Version Number	06
Original Date	October 2016	Revised Date
		October 2023