

DFV Specialist Early Childhood Advocate

Children & Young People (CYP)



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.

Micah Projects commitment to vulnerable and marginalised populations

Micah Projects Vision and Mission articulate our commitment to actively engaged with people who are marginalised, vulnerable and in many situations present with challenging behaviour.

Working in Micah Projects you are expected to proactively support this vision and mission whilst balancing the needs of staff to work in a supportive and safe environment.

To do this we actively work together to ensure that staff have the skills and knowledge to understand that many people who access our services do not have the ability to always regulate their emotions. This often occurs when they are frustrated, do not understand what options they have, and are impacted on by substance use or alcohol. The consequences result in staff being exposed to in appropriate and challenging situations which we are committed to providing training and support to problem solve and ensure services can be maintained.

Micah Projects actively wants to adapt a shared responsibility approach for creating a resilient culture whilst providing services to our most vulnerable participants. This requires self-awareness and a proactive approach within our organisational systems. We support staff in understanding the approach and context in which we work. We encourage staff to communicate their needs within this environment and a willingness to engage in problem solving strategies whilst providing support to participants.

Micah Projects provides outreach service in the community, centre-based services and services via phone. Our goal is to always disarm people with courtesy, respect and clear communication recognising that we may not always get it right and will learn from our participants when necessary. We recognise that many participants of Micah Projects have long histories of trauma from childhood and as adults. Whilst this is not an excuse for behaviours that are threatening to others, it is also an opportunity for participants to learn alternative ways of meeting their needs. This is how we implement a trauma informed and sensitive approach to our work.

We are committed to providing a culture of wellbeing and safety for our staff. Employees can access support and guidance internally and externally, as outlined in our Wellbeing Guide.

Position Overview

Position Title

DFV Specialist Early Childhood Advocate

Team

Child and Youth Program

Reports to

CYP Coordinator

Line Manages

N/A

Classification/Award

Level 5 SCHADS

Talkin

CYP Coordinator

Based at

Hawthorne

Backup when absent?

CYP Team

Women, Children and Families Cluster

CYP 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. CYP has a focus on achieving safety and healing for safe parents and children 0-17 years.

Position Description

As the DFV Specialist Early Childhood Advocate, you will...

work as part of the Children & Young People's (CYP) team to support protective safe parents and children aged 0-8 impacted by domestic and family violence, to live free from violence and to assist with the emotional and practical needs and issues arising from their experience.

Stakeholder Engagement

This position as part of a team engages with the following organisations:

- NGO Community Services
- Dept of Child Safety
- Dept of Youth Justice
- Government and Non-Government services

Collaboration within the Cluster and across Micah Projects Clusters and initiatives may include:

- List main areas that the position collaborates with
 - BDVS
 - Organisational Services
 - Other Micah Teams

Key Responsibilities

Service Delivery

- Promote a culture of respect, safety, and trauma informed approaches.
- Provide comprehensive risk assessment and safety planning using evidenced-based tools, with a focus on maintaining safety for children and families.
- Utilise child focused, trauma informed, developmentally appropriate interventions focused on the safety and wellbeing of a child who has experienced domestic and family violence.
- Provide individual support, case management, advocacy, outreach, and needs assessments with the safe parent and their child/ren.
- Plan and facilitate group programs for safe parents and their children aged 0-8 using an evidence-based interventions
- Provide support to the safe parent to assist their child/children with the emotional and practical needs and issues arising from their child's DFV experience.
- Coordinate a CYP team-based response when required for children to identify support and access to services to meet the needs and aspirations of people accessing service.
- Enhance and promote early childhood networks within the sector with a DFV focus
- Maintain a high quality of work with individuals and families as evidenced by well documented case notes and support plans.
- Provide systemic advocacy to enhance the safety of victims and accountability of perpetrators of domestic and family violence in collaboration with both government and non-government agencies.

- Empower participants to foster their independence with access to appropriate resources, opportunities and services within the community.
- Ability to work in a busy environment and respond to multiple demands.
- Provide services that adhere to principles of cultural sensitivity and assist with connection to culturally specific programs where appropriate.
- Maintain records of service provision and provide statistics necessary in line with ethical practice and to ensure that funding contract terms are met.
- Perform other duties as assigned by Supervisors.
- Commitment and contribution to a safe workplace as per the Work Health and Safety Act 2011.
- Perform other relevant duties as assigned.

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 experience and/or appropriate qualification in social work, psychology, early childhood education, counselling, or similar.
- Demonstrated experience in working with children, young people and adults who may have experienced trauma
- 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 dynamics of the impacts of trauma and DFV on early childhood, parenting and attachment.
- Demonstrated ability to provide psychoeducational interventions, group facilitation and support strategies with safe parents and children aged 0-8.
- 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.
- Evidence of effectiveness of communication style, written and verbal skills, and IT competencies (including Microsoft Office and other IT systems).

Desirable

- Demonstrated experience developing and facilitating group interventions.
- Completed Safe and Together CORE Training.
- Completed training in dyadic interventions with safe parents and children impacted by complex trauma such as DDP, PACE and/or CPP or similar.

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 _____

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