

Domestic and Family Violence Specialist Advocate- Senior Practitioner

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 DFV Specialist Advocate – Senior Practitioner	Team Brisbane Domestic Violence Service
Reports to Team Leader	Line Manages N/A
Employment Status Ongoing	Hours of Work (per week) 38
Classification/Award Level 5, SCHADS 2010	Talkin Team Leader
Based at Vulture St- West End	Backup when absent? Brisbane Domestic Violence Service Team

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.

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 Domestic and Family Violence Specialist Senior Practitioner you will...

work as part of the BDVS team to support people affected by domestic and family violence to live free from abuse and promote change within community and systems to achieve safety, equality, and respect.

Interactions and Relationships

External

- Stakeholders
- Emergency Services
- Community Services
- Participants

Internal

- Organisational Services
- Other Micah Teams

Partnerships

- Government and Non-Government services working within an integrated response to DFV throughout the Brisbane Region

Key Responsibilities

Support victims of domestic and family violence using a trauma informed approach and assist the Team Lead in the mentoring and support of Specialist DFV Advocates in the Team.

Work with the Team Leader to manage and allocate caseloads, supervise case management, assist in the development and monitoring of support plans.

Provide emotional support and specialist psychoeducation to people who have experienced DFV on the dynamics and risk of domestic and family violence.

Provide comprehensive risk assessment and safety planning using evidence-based tool.

Provide support, advocacy, referral, and case coordination using a case management model focusing on maintaining safety for victims and survivors of DFV.

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.

Provide systemic advocacy to enhance the safety of victim/survivors and accountability of perpetrators of domestic violence in collaboration with both government and non-government agencies.

Support women with information, advice, referral and support when attending Holland Park and Richlands Courts.

Provide center based and outreach strategies to victims/survivors of DFV.

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.

Establish and maintain positive relationships with government and non-government services.

Provide services that adhere to principles of cultural sensitivity and assist with connection to culturally specific programs where appropriate.

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	<input type="checkbox"/> National Police Certificate	<input checked="" type="checkbox"/> Blue Card
	<input type="checkbox"/> Yellow Card	<input type="checkbox"/> APHRA Registration
Driver's License	<input checked="" type="checkbox"/> Essential	<input type="checkbox"/> Desirable
Travel	Brisbane Region	
Assets Provided	<input checked="" type="checkbox"/> Work Computer	<input checked="" type="checkbox"/> Work Phone <input type="checkbox"/> Pool Vehicle <input type="checkbox"/>

Essential

- Demonstrated significant experience in working with people in 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 application of 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 ability to work with both government and non-government agencies in a case coordination model. 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 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.

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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