



Safer & Accountable Men Program Facilitator

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

Safer & Accountable Men Program
Facilitator

Team

Brisbane Domestic Violence Service

Reports to

Safer & Accountable Men Program Team
Leader

Line Manages

N/A

Classification/Award

Level 5 or 6 SCHADS, based on relevant
qualifications and experience.

Talkin

Safer & Accountable Men Program Team Leader

Based at

Zillmere

Backup when absent?

Safer & Accountable Men

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.

The Safer and Accountable Men (SAM) Program is a 16-week, open-ended mandated program, based on the Duluth Framework. It is offered to male offenders under the supervision of statutory authorities who have perpetrated violence against their intimate partners. The SAM day program is a voluntarily participated program for participants identified by DJAG Court Link Program (Court Link Program), and Queensland Police Service Brisbane Northside vulnerable persons unit (VPU), as men using violence. It supports men to access information, advice and education around domestic and family violence and equal relationships using Duluth's 'Equality Wheel'. Men's court work provides information and referral to men, including their responsibilities as a respondent on a Domestic Violence Order and legal ramifications in breaching domestic and family violence orders or continuing to use violence within their relationships. The Men's Program has a core belief that victims of domestic violence have a right to safety, and that perpetrators of violence must be held to account for their behavior and provided the opportunity for change.

Position Description

As a Safer & Accountable Men Program Facilitator you will...

deliver the Men's group programs for those men currently attending to live free from violence. The program is based on the Duluth curriculum and as part of an integrated service response to addressing risk and safety to adults and children experiencing violence. The role works closely with a co-facilitator, with the objective to model an equal relationship in the group setting. The role also works closely with the Men's Program team including the Women's Advocate with the shared objectives of victim safety and perpetrator accountability.

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

- Facilitating a minimum of one group session based on the Duluth curriculum per week is a minimum expectation of the role, attending an offsite location in the Brisbane region.
- Review referral documents in preparation of men commencing program and assist in assessing (including ongoing assessment) of dynamic risk factors.
- Conduct inductions and individual review sessions with participants as needed.
- Complete group and individual feedback following each session, to be sent through to the Men's Program Team Leader.
- Essential attendance – Meetings, supervision, and training as required.
- 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

- ☒ 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

Essential

- Either 2 years full time or part time equivalent working in related Domestic, Family or Sexual Violence sector or field; or 3 years tertiary qualification in relevant discipline psychology, community services, social work, criminology, human services or related field.
- A working knowledge of the Duluth Curriculum and the dynamics of domestic violence, particularly relating to the strategies and behaviour of domestic violence perpetrators, and the behaviour change process.
- Demonstrated nuanced and intersectional understanding of the drivers, dynamics, and impacts of domestic and family violence and the dynamics of gender, power and control.
- Demonstrated recognition demonstrated recognition of the significance of patterns of perpetrator behaviour beyond individual incidents of violence and are able to meaningfully assess these patterns to develop appropriate responses for the victim and appropriate interventions for the perpetrator
- demonstrated gendered analysis of violence in their practice acknowledging that gender inequality is a predominant cause and consequence of domestic and family violence
- demonstrated recognition of the complex ways in which children are harmed through experiencing violence, and the tactics of control and abuse of power that they experience
- 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 including Section 5a Information Sharing, the Child Protection Act 1999 and an understanding of the Family Law Act 1975.
- Demonstrated knowledge of culturally sensitive practice when working with Aboriginal and Torres Strait Islander peoples, and people from a culturally and linguistically diverse background
- 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.

Specialist Skills, Experience & Qualifications

The following skills, experience and qualifications will determine the level and senior facilitator role in addition to the essential criteria-

Senior Facilitator

- Observed a minimum of 32 hours perpetrator intervention group work.
- at least one of the following two criteria:
- experience facilitating a minimum of 160 hours of perpetrator intervention group work; or

- experience facilitating a minimum of 96 hours of perpetrator intervention group work and experience facilitating a minimum of 80 hours of relevant group work
- The equivalent of a graduate certificate in male family violence or facilitating men's behaviour change, and/or completed specialist evidence-based group perpetrator intervention training of at least 25 hours duration.

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

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