

Specialist Domestic Violence & Housing Connector

Brisbane DFV Housing Connectors



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

Specialist Domestic Violence and Housing Connector

Team

Brisbane DFV Housing Connectors

Reports to

After Hours Manager

Line Manages

N/A

Employment Status

Full time, fixed term

Hours of Work (per week)

38

Classification/Award

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

Talkin

After Hours Manager

Based at

West End

Backup when absent?

Brisbane DFV Housing Connectors Team

Brisbane Domestic Violence Service – Brisbane DFV Housing Connectors

Brisbane Domestic Violence Service (BDVS) is the specialist domestic violence service for the Brisbane metropolitan region. Brisbane Domestic Violence Service is funded by the Department of Child Safety Youth and Women 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.

Brisbane DFV Housing Connectors is funded to support women and children and or other identified victims of domestic and family violence who are homeless or at risk of homelessness due to domestic and family violence. Housing Connectors provide case management focused on ensuring safety and meeting individual or family goals with the aim of addressing housing barriers and supporting housing sustainability.

The Housing Connectors Team works in partnership with Brisbane Domestic Violence Service and Micah Projects Housing and Homelessness Teams.

Position Description

As a Specialist Domestic Violence and Housing Connector you will...

work as part of the team to provide mobile support to women and children, or other victims who are in housing crisis due to domestic and family violence to access safe affordable and appropriate emergency and long-term housing options.

Interactions and Relationships

External

- Department of Housing
- Qld Police Service
- Qld Health Community Services
- DV Connect
- Participants

Internal

- Organisational Services
- BDVS
- Families to Home Team
- Housing and Homelessness Hub
- Other Micah Project Teams

Partnerships

- Government services.
- Non-government organisations where applicable.

Key Responsibilities

- Adopt an intersectional approach to work with victim-survivors with disability, mental illness, problematic alcohol and other drug use, or victim-survivors who identify as Aboriginal and Torres Strait Islander, culturally and linguistically diverse, disability, or LGBTQIA+, to address the barriers to securing and sustaining housing.
- Support victim survivors with complex and diverse needs to exit homelessness or address imminent risk of homelessness, including identifying and facilitating the most suitable, practicable, and appropriate medium to long-term housing option for the victim-survivor. Support may include practical and/or financial support to maintain current housing (safe at home), access private rental market or housing and homelessness services or advocacy through negotiating with rental property managers to assist a victim-survivor to remain in or access a private rental option.
- Provide outreach case management with the key focus of assisting victim survivors to exit temporary accommodation, establish, and independently sustain tenancies.
- Provide service delivery in a range of settings and assist in supporting risk assessment, safety planning, access, and ongoing engagement with support services.
- Advocate for and work with the victim-survivor to build their capacity and capability around tenancy sustainment as required (i.e., this may include mobile advocacy such as attending housing, financial coaching, counselling, or Centrelink appointments or supporting the victim-survivor to complete tenancy training, applications for private and social housing or to access employment and/or training).
- Inform and navigate with participants access to appropriate resources, opportunities, and services within the community for both a crisis response and to maintain stability in their lives.
- Establish and maintain positive relationships with agencies, government and non-government services and other organisations in undertaking advocacy with participants, including proactively engaging and building partnerships including the local DFV (Domestic and Family Violence) integrated service response and High-Risk Teams (where available) to support the safety and wellbeing of the victim-survivor.
- Maintain well documented case notes, support plans and other organisational data and records for individuals and families.

- 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.
- Biological Hazards – contact with body fluids, bacteria, infectious diseases.

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 including certificate, diploma, and tertiary qualification according to level of responsibility.
- Demonstrated experience in providing a holistic, trauma-informed, participant-centered approach to support and advocacy. This includes the ability to assess risk and needs to develop, implement and review holistic case management plans.
- Ability to engage and work with people who use violence in addition to working with women and children who experience violence.
- Ability to work in a crisis environment and respond to multiple demands with a problem-solving approach.
- Knowledge of or ability to acquire relevant knowledge of legislation and regulations, such as The Domestic and Family Violence Protection Act 2012 and The Child Protection Act 1999.
- Demonstrated experience in working with people in a human service setting.

- Demonstrated knowledge and experience in collaborative teamwork, service navigation, and local community support.
- Knowledge of or ability to learn cross-disciplinary responses to domestic and family violence housing and homelessness.
- Ability to work across shifts Monday – Friday between 8am – 8pm and Saturdays 9am – 5pm.
- 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 _____

Document History

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