

## Family Pathways



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.

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.

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*.

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

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.

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.

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

## Child Safe and Vulnerable Adult Safeguarding

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 inappropriate 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

Women's Advocate

## Team

Family Pathways Program

## Reports to

Team Leader

## Line Manages

N/A

## Employment Status

Full time

## Hours of Work (per week)

38

## Classification/Award

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

## Talkin

Team Leader

## Based at

Hawthorne

## Backup when absent?

**Team Leader** & DFV Specialist Male Youth Advocate

The Family Pathway Program is a service available to families that are currently experiencing adolescent-to-parent violence (APV) in the Brisbane Region by providing intake, assessment, case management and psycho-education to families experiencing APV. The Family Pathway Program is designed to support female protective care givers whilst assisting young males using violence in the home to understand their use power, control and abuse, arising from the impacts of experiencing domestic and family violence within their family and home.

The Family Pathways Program has partnered with Carinity Talera who are funded to provide long-term therapeutic supports to families referred by the Micah Projects Family Pathways Program

# 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.

### Stakeholder Engagement

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

- Department of Emergency Services
- Department of Community Services
- Department of Child Safety
- Department of Youth Justice
- Community Service Organisations
- Carinity Talera

Collaboration within Brisbane Domestic and Family Violence and across Micah Projects Cluster and initiatives:

- Supportive Housing
- Home for Good Homelessness Services
- Inclusive Health Partnerships
- Women, Children and Families

### Key Responsibilities

#### Service Delivery

- Promote a culture of respect, safety, and trauma informed approaches.
- Take a trauma-informed approach to assessing risks and prioritizing the safety of protective caregivers, children, and young people.
- 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.
- Increase knowledge and understanding of adolescent-to-parent violence by providing person-centered, safe, therapeutic support and psychoeducation, whilst using centre based and outreach strategies. This will occur throughout a protective caregivers 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.
- The planning and facilitation of 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.
- 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.
- 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.
- 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.
- Assist Team Leaders to undertake administrative, practice and quality requirements in Micah Projects systems.
- Commitment and contribution to a safe workplace as per the Work Health and Safety Act 2011, including compliance requirements such as manual lifting techniques.
- Perform other relevant duties as assigned.

### **Collaborative practice**

- Work as a collaborative member of the multidisciplinary team, reflecting the values of the organisation.
- Work as an inclusive member of the team, providing appropriate mentoring and guidance as required.

### **Professional practice**

- Use tools and process developed for planned support and care-coordination.
- Participate in all supervision and professional development as requested and to provide input into individual professional development plans.
- Provide high level professionalism, sensitivity, and responsiveness to the needs of internal and external people/partners.
- Accountable and responsible for making sure that organizational data and records are accurate, complete, and consistent, and used in accordance with policies and procedures and agreed upon evaluation processes.

# 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.
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- Knowledge of or ability to learn cross-disciplinary responses to domestic and family violence.
- Evidence of effectiveness of communication style, written and verbal skills, and IT competencies (including Microsoft Office and other IT systems)
- A positive attitude, and the ability to work flexibly, adaptively, and proactively in a team environment with direction and autonomously within program guidelines with a commitment to the values and principles of Micah Projects to meet community needs.

## 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** \_\_\_\_\_

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**Document History**

**Version Number** 02

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