



# Senior Domestic and Family Violence Specialist

Brisbane Domestic Violence Service: Combined Family and Child Connect



## 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 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

Senior Domestic and Family Violence Specialist

## Team

Integrated Service Response

## Reports to

Team Leader

## Line Manages

N/A

## Employment Status

Full time

## Hours of Work (per week)

38

## Classification/Award

Level 6, SCHADS 2010

## Talkin

Team Leader

## Based at

Brisbane Sites (West End, Zillmere, Inala)

## Backup when absent?

Integrated Service Response Team

## Brisbane Domestic Violence Service (BDVS)

BDVS is the specialist domestic violence service for the Brisbane metropolitan region and is funded by the Department of Families, Seniors, Disability Services and Child Safety 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, pro-grams for men who perpetrate DFV, and psycho-social education on the dynamics of domestic and family violence.

In leading the Brisbane Region High Risk Team and promoting cross-agency partnerships and collaborations at a local level, BDVS works within an integrated response framework across all its programs and activities. An integrated service response aims to facilitate and coordinate appropriate and consistent responses to women and children affected by domestic and family violence and provide consistent responses to perpetrators that support victim safety, including appropriate responses for victims in high-risk situations.

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 Senior Domestic and Family Violence Specialist (FACC), you will...**

work as part of the BDVS team and be responsible for providing training, education and case consultations to Family Response Facilitators at Yadeni Tago combined Family and Child Connect Service (FACC).

**This position requires co-locating at Kurbingui offices up to four days a week.**

### **Stakeholder Engagement**

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

- Kurbingui Youth and Family Development
- Service Providers
- Community Organisations
- Other state and local organisations as applicable

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

- Women, Children and Families Cluster
- Supportive Housing Cluster

### **Key Responsibilities**

#### **Leadership and Management**

- Work in a Shared Leadership environment as outlined in Micah Projects Shared Leadership Charter
- Create an effective and supportive team environment ensuring a shared understanding of the vision, mission, values, and principles within the scope of practice of the hospital discharge teams.
- Promote a culture of respect, safety, and trauma informed approaches.
- Support wellbeing and resilience whilst managing workloads and problem solving to maintain services to vulnerable people.
- Commitment and contribution to a safe workplace as per the Work Health and Safety Act 2011, including compliance around any biological hazards such as body fluids, bacteria, and infectious disease during outreach, manual lifting techniques.
- Perform other relevant duties as assigned.

#### **Service Delivery**

- Provide expert advice and assistance to Family and Child Connect staff to ensure meeting the three key functions of the service:
  - Information, assessment, advice and/or referral for support,
  - Active engagement and referral for support, and
  - Support a Local Level Alliance (LLA).
- Provide specialised Domestic and Family Violence education, training and case consultations to Team Leaders, Family Response Facilitators, and the Leadership team at FACC, including mentoring through demonstrated or observed practice.

- Provide expert advice and assistance to Family Response Facilitators at FACC when required with screening and responding to risk and safety planning with families experiencing DFV risk referred into their service.
- Develop and implement significant work practices, operational procedures, problem definition and exercising of judgement within agreed timeframes.
- Provide a monthly report in partnership with the Combined FACC Senior Practitioner which outlines outcomes, trends and identified opportunities for systemic advocacy or system policy review, including identifying any risk management issues that may impact on the safety and health of individuals and/or families to Team Leaders, in line with the relevant organisational procedures both at the combined FACC and Micah Projects.
- Support FACC staff in ensuring all contractual arrangements are met including data management and analysis, and to actively develop the capability of the FACC team, fostering a dynamic, positive, outcomes focus team approach to work towards the mission of the organisation.
- Work in alignment with the Domestic Violence Protection Act 2012, the Child Protection Act 1999, particularly in relation to DFV Information Sharing Guidelines.
- Consult with the relevant Kuringui workers where information received involves Aboriginal or Torres Strait Islander people or families, to assess cultural safety factors and associated response implications.
- Provide support to FACC staff that adheres to principles of cultural sensitivity and assist with connection to culturally specific programs where appropriate.
- Establish and maintain positive and collaborative working relationships with the FACC, Micah Projects teams and government and non-government services and agencies including Child Safety, Family Support Services and QLD Police to enhance their understanding of and response to families and individuals experiencing domestic violence.
- Actively engage in the Brisbane Integrated Response through proactive support and monitoring to enhance the protection of women and children (and/or any persons in distress because of domestic and family violence).

### **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.
- Demonstrate a high level of teamwork, support, engagement, and communication.

### **Professional practice**

- 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.

### **Holiday Periods**

- Micah Projects is a 365 day a year organisation, which may require members of leadership to be available to work over holiday periods such as Christmas, Easter, and/or other significant cultural periods.

## **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**

- Degree qualifications in social work, psychology, social sciences or relevant experience, knowledge, and in-depth understanding of domestic and family violence dynamics.
- Demonstrated knowledge of culturally sensitive and trauma informed practice when working with Aboriginal and Torres Strait Islander peoples and families, and people from a culturally and linguistically diverse background.
- Demonstrated expert knowledge of the Domestic and Family Violence Protection Act 2012, The Child Protection Act 1999, and the Family Law Act.
- Demonstrated knowledge of and experience in understanding the impact of domestic violence on children and family functioning and the ability to communicate, problem solve and negotiate with families in achieving improved safety and wellbeing.
- 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.
- Experience and skills in risk assessment, safety planning, crisis support, case management, counselling, and advocacy.
- Evidence of effectiveness of communication style (interpersonal, written and verbal skills) to engage with a range of internal and external stakeholders, 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.
- Demonstrated commitment to cultural diversity and a working knowledge of equity and WHS principles in the workplace.

**Desirable**

- Knowledge of disadvantage, poverty, health inequities, mental illness, homelessness, and complexity in our community

**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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