

Domestic and Family Violence Specialist Male Youth Advocate



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 in appropriate 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

Domestic and Family Violence Specialist
Male Youth Advocate

Team

Family Pathways

Reports to

Program Coordinator

Line Manages

N/A

Classification/Award

Level 5 SCHADS

Talkin

Program Coordinator

Based at

Hawthorne

Backup when absent?

Program Coordinator

Family Pathways

The Family Pathways Program provides support to protective caregivers and young men impacted by domestic and family violence, providing short term case management support. The program aims to foster respect and accountability for young men, utilising approaches that are creative, developmentally appropriate and intersectional. With a primary focus on risk and safety, the program provides therapeutic and psychoeducation that supports young men to choose respectful behaviours, whilst strengthening the attachment between the protective caregiver and young person.

Micah Projects is dedicated to fostering a connected, multidisciplinary approach to participant support.

Position Description

As the Domestic and Family Violence Specialist Male Youth Advocate, you will...

work as part of the Family Pathways to support young men, 12 years – 17 years and their protective caregivers impacted by domestic and family violence to increase safety in the home and reduce the young person's use of adolescent-to-parent violence.

Key Responsibilities

- Provide comprehensive risk assessment and safety planning using evidence-based tools, with a focus on increasing safety for families impacted by violence.
- Provide adolescent focused, trauma informed, developmentally appropriate interventions focused on the safety and wellbeing of the young person who has experienced domestic and family violence and is using adolescent-to-parent violence. Use a strength -based approach to challenge pro-violence behaviours. This includes therapeutic support, group facilitation, outreach, needs assessments and case management with the young person.
- Work collaboratively with the Family Pathways Women's Advocate to facilitate joint engagement sessions between young people and their protective female caregiver.
- Engage and refer male caregiver from within the referred families where safe to do so.
- Coordinate a response when required to ensure other children in the home are access appropriate services to meet identified support needs and aspirations.
- Maintain a high quality of work with individuals and families as evidenced by well documented case notes and support plans.
- Provide systemic advocacy to enhance the safety of victims and accountability of perpetrators of domestic and family violence in collaboration with government and non-government agencies.
- Empower participants to foster their independence with access to appropriate resources, opportunities, and services within the community.
- Provide services that adhere to principles of cultural sensitivity and assist with connection to culturally specific programs where appropriate.
- Maintain records of service provision and provide statistics necessary in line with ethical practice and to ensure that funding contract terms are met.
- Attendance and active participation at case coordination and Practice Reference Group meetings.

Service Delivery

- Promote a culture of mutual respect, safety, and trauma informed approaches.
- Commitment and contribution to a safe workplace as per the Work Health and Safety Act 2011, including compliance.
- Assist Program Coordinator to undertake administrative, practice and quality requirements in Micah Projects systems.
- Perform other relevant duties as assigned.

Data Management

- Complete administration and data collection for reporting and updating the participant management systems.
- Maintain a high quality of work with individuals and families as evidenced by well documented case notes and support plans using the organisational database.
- 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.

Collaborative practice

- Work as a collaborative member of the Women, Children & Families Cluster team, demonstrating a high level of teamwork, support, engagement, and communication reflecting the values of the organisation.
- Work as an inclusive member of the Family Pathways team, providing appropriate mentoring and guidance as required.

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.

Stakeholder Engagement

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

- Department Education Queensland
- Child Safety
- Youth Justice
- Carinity Talera

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

- BDVS
- Organisational Services
- Other Micah Projects Teams

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"/> AHPRA Registration |

Driver's License

- | | |
|---|------------------------------------|
| <input checked="" type="checkbox"/> Essential | <input type="checkbox"/> Desirable |
|---|------------------------------------|

Travel

- | | |
|---|------------------------------------|
| <input checked="" type="checkbox"/> Essential | <input type="checkbox"/> 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.
 - Knowledge of or ability to rapidly acquire knowledge 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 and creatively engage young people with complex needs and trauma related behaviours.
 - Demonstrated experience of interventions with young people and families including case management, therapeutic support, psycho-educational intervention, and group facilitation skills.
 - Demonstrated knowledge of and ability to apply current theory and practice relating to adolescent-to-parent violence and domestic and family violence. This includes a gendered analysis of domestic and family violence, its impacts on women, young people, children, and family functioning.
 - Demonstrated knowledge of and ability to apply a trauma informed approach to service delivery with young people and protective caregivers in support and advocacy.
 - Demonstrated knowledge and experience in collaborative teamwork, systems navigation, and local community resources.
 - Demonstrated knowledge of culturally sensitive practice when working with Aboriginal and Torres Strait Islander peoples, and people with 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.
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- Evidence of effectiveness of communication style, written and verbal skills, and IT competencies (including Microsoft Office and other IT systems).
 - Demonstrated commitment to cultural diversity and a working knowledge of equity and WHS principles.
 - 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 / men's behaviour change.
- Demonstrated training in Therapeutic Crises Intervention (TCI).

- Completed Safe and Together CORE Training.
- Group facilitation training / experience

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

Version Number 03

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