

# Safer & Accountable Men Practitioner

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.

# 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

Safer & Accountable Men Practitioner

## Team

Brisbane Domestic Violence Service

## Reports to

Safer & Accountable Men Program Coordinator

## Line Manages

N/A

## Classification/Award

Level 4/ 5 or 6, SCHADS 2010

## Talkin

Safer & Accountable Men Program Coordinator

## Based at

Brisbane (various locations)

## Backup when absent?

Brisbane Domestic Violence Service

## Brisbane Domestic Violence Service

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.

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 the Safer & Accountable Men Practitioner, you will...

Provide planned support, including group facilitation to men attending the program to live free from violence. The role works closely with facilitators and referrers, and the Women's Advocate with the shared objectives of victim safety and perpetrator accountability.

### Stakeholder Engagement

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

- Queensland Police Service
- Corrections
- Child Safety
- Courts (including QDAC and CourtLink)

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

- Inclusive Health Partnerships
- Homelessness to Home
- Supportive Housing
- Lotus

### Key Responsibilities

#### Service Delivery

- Promote a culture of respect, safety, and trauma informed approaches.
- 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 and triage 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 Coordinator.
- 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.
- Commitment and contribution to a safe workplace as per the Work Health and Safety Act 2011, including compliance.

- Assist Team Leaders 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 multidisciplinary team, demonstrating a high level of teamwork, support, engagement, and communication reflecting the values of the organisation.
- Work as an inclusive member of the 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.

## Criteria and Conditions

<b>Criminal History Screening</b>	<input checked="" type="checkbox"/> National Police Certificate	<input type="checkbox"/> Blue Card
	<input type="checkbox"/> Yellow Card	<input type="checkbox"/> APHRA Registration
<b>Driver's License</b>	<input checked="" type="checkbox"/> Essential	<input type="checkbox"/> Desirable
<b>Travel</b>	<input checked="" type="checkbox"/> Essential	<input type="checkbox"/> Desirable
<b>Assets Provided</b>	<input checked="" type="checkbox"/> Work Computer	<input checked="" type="checkbox"/> Work Phone
	<input checked="" type="checkbox"/> Pool Vehicle	<input type="checkbox"/> Packaged 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.
- Observed a minimum of 16 hours perpetrator intervention group work.

- Completed (or a commitment to complete) specialist evidence-based group perpetrator intervention training of at least 25 hours duration.
- 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 of the significance of patterns in 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.
- 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.

## Specialist Skills, Experience & Qualifications

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

### Emerging Facilitator

- A commitment to observe another 16 hours perpetrator intervention group work in the first 6 months of role.

### Intermediate Facilitator

- Observed a minimum of 32 hours perpetrator intervention group work.
- at least one of the following three criteria:
  1. experience facilitating a minimum of 64 hours of perpetrator intervention group work
  2. experience facilitating a minimum of 32 hours of perpetrator intervention group work and experience facilitating a minimum of 32 hours of relevant group work working with clients with complex and diverse needs
  3. experience facilitating a minimum of 64 hours of relevant group work working with clients with complex and diverse needs.

### Senior Facilitator

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

1. experience facilitating a minimum of 160 hours of perpetrator intervention group work
  2. 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** \_\_\_\_\_

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### Document History

**Original Date**

December 2023

### Version Number

03

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June 2024

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