

## POSITION DESCRIPTION

<b>Position Title:</b>	Safe Relationships Senior Practitioner		
<b>Program/Team:</b>	Young Women, Families and Safe Relationships		
<b>Employment Type &amp; Hours:</b>	Full or Part time   60-76 hours per fortnight		
<b>Contract Type:</b>	Fixed-term contract until 31 December 2024, in line with funding		
<b>Award Conditions:</b>	Social, Community, Home Care & Disabilities Services [SCHADS] Award 2010	<b>Remuneration:</b>	SACS Level 5
<b>Working From:</b>	Newdegate Street, Greenslopes and/or other BYS offices		
<b>Reporting Relationships:</b>	Reports to the Young Women, Families and Safe Relationships Snr Manager		
<b>Probation Period:</b>	Six [6] months		
<b>Primary Purpose of Position:</b>	<p>This position will support the delivery of the Safe Relationships program that is aimed at reducing violence amongst young people through [1] Healthy relationships and Social Groups for young women and [2] Delivery of the K.I.N.D program a young person's psycho-educational behaviour change program. The role will include service delivery [individual and group work], evaluation activities as well as sector liaison and collaboration.</p> <p>*NB Male identifying candidates will not be required to facilitate Young Women's groupwork but will deliver the K.I.N.D program exclusively</p>		
<b>In addition to submitting a resume or CV applicants must address the selection criteria [below] in their cover letter to be considered for shortlisting.</b>			
<b>Selection Criteria:</b>	<ol style="list-style-type: none"> <li>1. An understanding of, and commitment to BYS's vision, values and objectives and demonstrated experience working within a client-focussed, strengths-based and trauma informed practice framework</li> <li>2. Demonstrated experience working holistically with vulnerable young people with complex needs and ability to develop strong rapport with young people</li> <li>3. Sound knowledge and understanding of the intersectionality of attachment, trauma, development, substance misuse, mental health, homelessness, cultural differences, societal and community view of gender norms</li> <li>4. Demonstrated knowledge, gendered understanding and strong analysis of domestic and family violence including risk assessment and safety planning</li> <li>5. Ability to work with young people experiencing violence as well as young people who use violence</li> <li>6. Experience facilitating individual sessions as well as psycho-educational group work</li> <li>7. Demonstrated effective communication skills including strong interpersonal &amp; written skills, and the ability to advocate effectively on behalf of others</li> <li>8. Demonstrated experience developing networks and collaborative relationships with internal and external stakeholders, including government and community service providers</li> </ol>		
<b>Education, Qualifications, Requirements [Mandatory]:</b>	<ul style="list-style-type: none"> <li>• A tertiary qualification in Social Work, Psychology, Counselling or social Sciences or comparable qualification OR substantial demonstrated experience in a related field</li> </ul>		

	<ul style="list-style-type: none"> <li>• Current Queensland driver’s license</li> <li>• Working with Children Suitability Card [Blue Card] / willingness to obtain a Blue Card prior to commencement</li> <li>• National Police Check clearance</li> <li>• Evidence of vaccination, immunity, or medical exemption for the following preventable diseases prior to commencement: Measles, Mumps, Rubella and Varicella [Chicken Pox]; Pertussis [Whooping Cough]; and COVID-19</li> <li>• Three references, including most recent Manager, if relevant</li> </ul>
<b>Skills &amp; Experience:</b>	<ul style="list-style-type: none"> <li>• Skills and experience in engaging with and supporting vulnerable young people</li> <li>• Experience in program development, piloting and evaluation</li> <li>• Strong practice foundations for working therapeutically with young people [e.g. counselling skills, theories, and frameworks]</li> <li>• Computer and report writing skills</li> </ul>
<b>Personal Attributes:</b>	<ul style="list-style-type: none"> <li>• Personal drive and integrity</li> <li>• Consultative and collaborative working attitude</li> <li>• Flexible, self-directed initiative, collaborative, inclusive, respectful, ethical, accountable</li> <li>• Commitment to a learning culture and ongoing professional development</li> </ul>
<b>KEY RESULT AREAS – Roles and Responsibilities</b>	
<b>Service Delivery:</b>	<ul style="list-style-type: none"> <li>• Support the delivery of [1] healthy relationships group programs for young women and [2] the K.I.N.D program for young people addressing the use of intimate partner violence and/or adolescent to family/kin violence</li> <li>• Participate in the documentation, evaluation and continuous improvements to the program design</li> <li>• Conduct intake and assessments for young people coming into the program, including dynamic assessment of risks as well as their family members and/or partners as appropriate</li> <li>• Facilitate individual sessions with young people using violence according to the framework developed for K.I.N.D</li> <li>• Co-ordinate and co-facilitate young women’s healthy relationships programs</li> <li>• Work collaboratively with both internal and external consultants/contractors, and other BYS workers to provide holistic support to young people experiencing and/or using violence</li> <li>• Work collaboratively with the multi-agency steering committee and Community of Practice for the program and continue to build partnerships and professional networks within the DFV sector and with other community and government services</li> <li>• Promote the program to other services to increase uptake of the program</li> <li>• Collect and maintain accurate client data, to contribute to monitoring, evaluation and reporting on program performance</li> <li>• Transport groups and individuals to appointments, meetings, and any other activities as required</li> <li>• Travel to and attend sessions in community spaces, within young people's homes, and in office spaces</li> </ul>

	<ul style="list-style-type: none"> <li>Occasionally attend after hours appointments for young people, partners, and family members as required</li> </ul>
<b>People, Culture, Safety:</b>	<ul style="list-style-type: none"> <li>Attend regular supervision with the line manager and external professionals / Community of Practice to monitor the service delivery and performance</li> <li>Participate in staff meetings, service reviews and organisational planning</li> <li>Participate as a collaborative and supportive team member, contributing to the overall effectiveness of the team and outcomes for young people</li> <li>Participate in staff training and development activities as required</li> <li>Model ethical behaviours in line with the BYS Code of Conduct and consistently apply ethical standards to self and others</li> <li>Protect and promote the rights of children and young people, including making decisions compatible with the <i>Human Rights Act 2019</i>; and responding to and reporting suspicions and disclosures of abuse or harm</li> <li>Ensure a healthy and safe workplace for all by adhering to BYS <a href="#">Work Health and Safety Policy</a>, Procedures and Practices</li> <li>Actively participate to deliver the BYS Reconciliation Action Plan [RAP] initiatives and measurable actions that support First Nations equality across our organisation and services</li> </ul>
<b>Administration:</b>	<ul style="list-style-type: none"> <li>Submit timesheets and leave requests accurately and on time on a fortnightly basis, in accordance with relevant legislation and organisational policy and procedure</li> <li>Prepare reports as required</li> <li>Maintain mandatory reporting in collaboration with the line manager</li> <li>Implement relevant service standards to ensure quality service provision</li> <li>Implement administrative functions relating to the role, including maintaining accurate records, client files, correspondence and data</li> <li>Undertake any other tasks as required</li> </ul>

*The changing demands of BYS's organisation requires it to have reasonable flexibility in stipulating the duties that you will undertake from time to time. You will be required to perform any other duties for which you have the appropriate skill and/or training which are assigned to you by BYS, and these responsibilities do not limit what may be reasonably requested of an employee during the course of their employment.*

*As the successful applicant, you are required to sign and date this Position Description to demonstrate your commitment to fulfill this role in accordance with the key result areas outlined above.*

<b>Employee Name:</b>		<b>Signature:</b>		<b>Date:</b>	
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