

	<b>Position Title:</b> Positive Shift Facilitator	<b>Team:</b> Western Family & Domestic Violence Service		<b>Region:</b> Western <b>Office:</b> Mt Helen
	<b>Supervisor:</b> Program Manager – High Risk and Specialist Programs	<b>Delegations and Authorities:</b> In Line with Delegations Policy	<b>Band:</b> A <b>Salary:</b> SCHCADS Level 6	<b>Date:</b> December 2019

OUR VISION AND PURPOSE	ROLE CONTEXT
<p><b>We believe children, young people and families should be safe, thriving and hopeful.</b></p> <p><b>Our Vision for 2022: Together we will courageously change lives and reimagine service systems.</b></p> <p>For over 140 years, Berry Street has adapted to a changing world, and we will continue to adapt to achieve our purpose.</p> <p>Berry Street will continue to be a strong and independent voice for the children, young people and families with whom we work. In collaboration with others, we will advocate for investment in early intervention and prevention services that enable families to be safe and stay together. We will use approaches that are culturally safe and informed by the best evidence available. We will measure and learn from the impact of our work, and we will continually contemporise our models of practice.</p> <p><b>We look forward to working with children, young people, families, carers, staff and partners to achieve this vision. Together.</b></p>	<p>The Western Family &amp; Domestic Violence Service is the lead provider and access point for the integrated family violence service system in the Central Highlands sub-region. The program provides a range of support services to women and their children who have experienced family violence. The service aims to assist women and their children to remain safely within their community and maintain a life free of violence while also addressing the emotional and practical needs and issues arising from the violence.</p> <p>Positive Shift is a family violence program targeted at supporting women who use violence in intimate relationships. This is an Australia first, innovative program. Positive Shift will be delivered in three geographical regions, each of which has been identified as having high levels of family violence: Ballarat; North East; and Western Metro.</p> <p>Positive Shift works from an Ecological Nested Model and provides a 16-week evidenced based curriculum addressing women's use of force. The specifically modified curriculum focuses on the group members' motivations, intent and consequences of their actions. The curriculum emphasizes that the use of force is not appropriate and teaches healthy alternatives. Positive Shift is an evidence-based program as part of the Department of Health and Human Services New Perpetrator Intervention Trial and will be implemented over 12 months and in partnership with Bapcare and the University of Melbourne.</p>
OUR VALUES	PRIMARY OBJECTIVES OF THE ROLE
<p><b>We expect all staff to apply these Values in all aspects of their work.</b></p> <p><b>Courage:</b> to never give up, maintain hope and advocate for a 'fair go'</p> <p><b>Integrity:</b> to be true to our word</p> <p><b>Respect:</b> to acknowledge each person's culture, traditions, identity, rights, needs and aspirations</p> <p><b>Accountability:</b> to constantly look at how we can improve, using knowledge and experience of what works, and ensure that all our resources and assets are used in the best possible way</p> <p><b>Working Together:</b> to work with our clients, each other and our colleagues to share knowledge, ideas, resources and skills</p>	<p>This role is to provide therapeutic group work and case management services to women who use force in intimate relationships. The Facilitator will work in partnership with the women, partner agencies and other stakeholders to assist the recovery of the women impacted by family violence and trauma.</p>
	REPORTING RELATIONSHIPS
	<p>This role is based at our Mt Helen Office.</p> <p>This role reports to the Program Manager – High Risk and Specialist Programs who will provide supervision and review.</p>

## EXPECTATIONS

- Conduct oneself in accordance with the Berry Street Code of Conduct which is underpinned by the values of accountability, courage, integrity, respect and working together within the principles of continuous improvement and occupational health and safety.
- Berry Street is committed to diversity and inclusion. We aim to ensure every individual is treated with dignity and respect regardless of their cultural background, ability, ethnicity, gender identity, sexual orientation, spirituality or religion.
- Berry Street is committed to being a child safe, child friendly and child empowering organisation. In everything we do we seek to protect children. We are committed to the cultural safety of Aboriginal and Torres Strait Islander children; children from culturally and/or linguistically diverse backgrounds; children with a disability; children who identify with a sexual and or gender minority identity.

## KEY SELECTION CRITERIA: KNOWLEDGE, SKILLS AND ABILITIES REQUIRED TO FULFIL THE ROLE

- Excellent written and oral communication skills (including public speaking, presentations and facilitation skills).
- Demonstrated ability to flexibly manage competing priorities and stressful situations, monitoring own stress levels and practicing and promoting self-care strategies.
- Clinical competence: capacity to analyse complex issues, including the impact of violence and trauma, safety and risk, provide therapeutic interventions for women and assist them to achieve goals.
- Knowledge of and capacity to apply theories and frameworks of family violence, trauma, grief and loss, resilience.
- Experience in planning and facilitating therapeutic group programs.
- Ability to be self-directed and work autonomously and demonstrate exceptional organisational skills.
- Demonstrated experience in developing, implementing and reviewing protocols, guidelines, systems and procedures for new projects.

## QUALIFICATIONS AND OTHER REQUIREMENTS

- A tertiary qualification in Social Work, Psychology or equivalent.
- Staff must hold a valid WWCC, current drivers licence at all times and undergo a Criminal Records Check prior to employment. Subsequently, staff must report any criminal charges or court appearances.

## DESIRABLE

- Eligibility for membership with the Australian Association of Social Workers, Australian Psychological Society or equivalent.
- Competency in the use of computer software, e.g. Microsoft Word, Excel, TCM and IRIS.
- Completion of the +Shift training facilitated by VISTA USA.

## KEY ACCOUNTABILITIES AND RESPONSIBILITIES

ACCOUNTABILITY	SPECIFIC RESPONSIBILITIES
<b>Direct Service Delivery</b>	<ul style="list-style-type: none"><li>• Within the +Shift protocol - provide assessment, counselling and case management support to clients of the service</li><li>• Maintain +Shift records including assessments, plans, case notes, reports and statistics within required timelines.</li><li>• Plan and facilitate group programs for women who use force, noting these groups may be run outside of business hours.</li><li>• Develop and maintain positive relationships with key stakeholders.</li><li>• Comply with relevant legislation and Berry Street and DHHS policies and procedures.</li><li>• Participate in and contribute to program implementation, development, innovation and any evaluation activities.</li><li>• Contribute positively to team work and culture.</li></ul>
<b>Administration</b>	<ul style="list-style-type: none"><li>• Maintain concise, accurate records on relevant databases and systems.</li><li>• Maintain accurate statistical data as required by Berry Street and DHHS.</li></ul>
<b>Program Development</b>	<ul style="list-style-type: none"><li>• Effectively participate as part of the Positive Shift team.</li><li>• Collaborate well with project partners to successfully implement the Positive Shift program.</li><li>• Inform the planning, development and review of program policy and procedures as required.</li></ul>
<b>Other</b>	<ul style="list-style-type: none"><li>• Other duties as required.</li></ul>

## INHERENT REQUIREMENTS OF WORK ACTIVITIES / ENVIRONMENT

Following is a table that outlines the main physical and psychological requirements of the position.

Element	Key Activity	Frequency
<b>Work Environment</b>	Manage demanding and changing workloads and competing priorities.	Daily
	Work in a team environment.	Daily
	Work in different geographic locations.	Regular
	Be exposed to all outdoor weather conditions.	Regular
	Work in unstructured environments (e.g. outreach).	Regular
	Work office hours with the possibility of extended hours.	Regular
	Work on-call after hours.	Regular
	Work in an open plan office.	Daily
	Work in buildings which may be two-storey.	Regular
	Sit at a computer or in meetings for extended periods.	Daily
	Work in an environment with competing demands.	Daily
	Present at court and other jurisdictions.	Occasional
<b>People Contact</b>	Liaise with government, non-government and community organisations.	Daily
	Work with clients who may have a physical or sensory disability.	Regular
	Interact with members of the public who may display the full range of emotional expressions, including parents, partners, significant others, family members, advocates, doctors, police.	Regular
	Interact with clients and members of the public who could display verbal or physically challenging behaviour.	Regular
	Facilitate access to specialist, generic and community services.	Daily
	Undertake training and professional development activities.	Regular
<b>Administrative Tasks</b>	Undertake administrative tasks which may include the following: computer work, filing, writing reports, case notes/plans and client records, participating in meetings, concentrating for long periods of time, managing resources and budget and researching and analysing information and data.	Daily
	Use technology including photocopier, telephones including mobiles, fax, overhead projectors, televisions, videos, and electronic whiteboards.	Daily
<b>Transport</b>	Drive vehicles possibly over long distances and in all traffic and weather conditions.	Regular
	Drive vehicles with possible distractions from client behaviour, verbal or physical.	Occasional