

# Healing and Wellbeing Worker

## Position Description

<b>Reporting to:</b>	Team Leader	<b>Work location:</b>	Various locations in the Gulf, QLD
<b>Department:</b>	54 reasons	<b>Budget holder:</b>	No
<b>Team:</b>	DFV Services	<b>Direct reports:</b>	No

### About 54 reasons

54 reasons is Australia's leading child rights organisation, proudly part of the Save the Children Australia Group and global movement. We're here to make sure that everyone understands their rights. So that children and young people have their rights met and thrive, in all their diversity.

We champion the children, young people and families we work with. We are inspired by the curiosity and creativity of children, and motivated by the love of those who care for them. With the child's voice at the centre, we provide quality services to children and their caregivers, advocating with them so that children develop, learn, and are connected, safe and confident.

Our people are proudly local, and as diverse as the communities we serve - in every state and territory, and across regions, remote areas and capital cities. With operations in every state and the NT, our services span the early years and school engagement, youth justice, domestic and family violence and family support, and our practice is grounded in child rights and participation.

### Role Purpose

The Gulf was selected as the regional location for the trial of an integrated service response for Domestic and Family Violence (including outreach programs to rural and remote communities), which has been operational since August 2017. As part of this trial, Save the Children works with people (and their children) who have experienced or are at risk of experiencing domestic and family violence, people (aged 14 years +) who have been impacted by sexual violence and people who perpetrate domestic and family violence.

The Healing and Wellbeing Worker works with men who use violence in their relationships, through both individual and group programs in accordance with the Professional Practice Standards: Working with Men who use Domestic and Family Violence. The role also provides Court based information for men (respondents) at the Mornington Island, Doomadgee, Burke and Normanton courts on days when DFV matters are heard. Prioritisation of victims / survivors and their children's safety is the core priority of this service.

### Key Areas of Accountability

#### Service and support

- Work with men who use violence to control, intimidate and harm others through a process of recovery through therapy, reconnection to themselves, their families and their community using both traditional and counterpart Aboriginal and Torres Strait Islander healing methods
- Deliver therapeutic counselling and traditional healing activities (as individuals or within a group) that motivate men to stop their violence and to assist them to reconnect to their families and communities in ways that are purposeful and harmonious
- Routinely conduct risk assessments
- Develop, review and apply culturally appropriate tools to engage and welcome men
- As part of the Healing and Wellbeing team, identify and employ ways of working to ensure that the whole family, (and significant others) especially the partner, are also engaged and supported in healing and wellbeing
- Adhere to privacy and confidentiality policies as outlined by the Integrated Trial requirements and 54 reasons policies and procedures

#### Community networks

- Help to develop and maintain networks and referral pathways by promoting 54 reasons and the Mt Isa / Gulf services positively and professionally

- Develop and maintain effective and respectful relationships with individuals, families, children and young people, especially Aboriginal and Torres Strait Islander or Culturally and Linguistically Diverse people
- Liaise and network across the target communities to raise awareness about domestic and family violence as well as encouraging community commitment around men taking the lead role to stopping violence within their communities and families
- Work with the Family and Child Connect, Intensive Family Support Team, Service Integration Coordinator, High Risk Team and other services to develop clear referral pathways for clients as well as a holistic response to motivating and supporting men to address their violent behaviours and to ensure that 'wrap-around' supports are in place to assist the men through their journey of healing
- Participate as required in the High Risk Team meetings and undertake client related actions referred by HRT

#### **Reporting requirements**

- Enter data and case notes into computer-based systems, as per donor and 54 reasons requirements
- Participate in Group and Individual Case Reviews
- Ensure accurate information is contributed to donor and internal reports in timely manner
- Report any incident or decision-making process that has direct impact on SCA programs, brand and reputation

#### **Professional skill development**

- Participate in coaching sessions that contribute to the continuous improvement of the role
- Participate in regular internal professional supervision
- Participate in other professional development / training as required
- Participate in activities that contribute to the emerging body of knowledge about Aboriginal and Torres Strait Islander ways of healing and wellbeing, particular in relation to the work required around Aboriginal and Torres Strait Islander male perpetrators of violence

#### **Health, safety, security and risk management**

- Be a role model for safety and security and comply with all workplace safety policy, procedure, work instructions and training
- Act safely at all times
- Report all incidents, injuries and potential hazards in a timely manner
- Participate in, and contribute to, health and safety awareness and improvements
- Be aware of, document and manage the risks associated with your team's programs and workplaces and ensure appropriate elimination or mitigation measures are applied

#### **Child protection and safeguarding requirements**

- Maintain a child safe environment at the workplace and safeguard children's rights, acting in the best interests of children at all times
- Comply with the Child Safeguarding Code of Conduct and child safeguarding and protection policies and standards (click [here](#) to view further details)
- Demonstrate the highest standards of behaviour towards children in both your private and professional life
- Never abuse the position of trust that comes with being a part of the Save the Children family
- Maintain a safe and positive relationship at all times when working with children and young people
- Respond to any concerns for the safety or wellbeing of a child in a program in accordance with internal reporting processes

## **Person Specification**

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#### **Essential knowledge or experience**

- Strong connections in the community, including familiarity with services that work with individuals, families and children
- Excellent cultural awareness and knowledge, including effective communication with Aboriginal and Torres Strait Islander people and communities, awareness of the issues and trends in the provision of services to Aboriginal and Torres Strait Islander people within historical and contemporary contexts
- Demonstrated ability to provide therapeutic and counselling services, in particular to Aboriginal and Torres Strait Islander men
- Excellent facilitation, client engagement and interpersonal skills

- Excellent knowledge of domestic and family violence and sexual violence and relevant legislation
- Good computer skills and interest in learning how to use databases, online reporting systems, email, Excel, and Word
- Excellent time management skills
- Strong work ethic and desire to develop professional skills by undertaking relevant training (where appropriate)
- Ability to respond flexibly to the diverse needs of men who cannot attend healing and wellbeing activities during business hours
- Significant experience in assessing and mitigating risk where domestic and family violence has been identified

**Desirable qualifications and/or accreditations**

- Qualification in a relevant field, or willingness to undertake

**Additional Information**

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- Any offer of employment at 54 reasons will be subject to a satisfactory National Police Record Check and, where required, a Working with Children Check
- Employees must sign on to Save the Children Australia’s Child Safeguarding Policy and Code of Conduct
- Ongoing performance and employment will be measured against KPIs, values and demonstrated behaviours outlined above
- 54 reasons is an Equal Opportunity Employer

<b>Driver’s Licence:</b>	Required	<b>Travel:</b>	Up to 50%
<b>Working with Children Check:</b>	Required	<b>Assets:</b>	Laptop/other