



Healing and Wellbeing Worker

Position Description

Reporting to:	Team Leader	Work location:	Various locations in the Gulf, QLD
Department:	54 reasons	Budget holder:	No
Team:	DFV Services	Direct reports:	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. Our operations and 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.

From our 54 Reasons Practice Framework to our culture where you will feel valued, belong and make a difference for children, 54 Reasons is truly a place you will **learn and grow**. Find out more about *Our Promise* to Children and Young People and how our Practice and Impact measurement team works to ensure the provision of high quality, contemporary and inspiring service, practise and outcomes that meet and exceed client needs. [Our Approach – 54 reasons](#)

Here you'll make a difference

At Save the Children Australia, we attract bright and big-hearted people who are inspired to make a difference. Together, we are fearless in our pursuit of making lasting change for the children and communities who need it most.

Role Purpose

Since August 2017, Save the Children have been working 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 domestic 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 Domestic and family violence services: Practice principles, standards and guidance. The role also provides Court based information for men (respondents) at the Mornington Island, Doomadgee, 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.

Here your skills will be valued

Service and support

- Work with men who use violence to control, intimidate and harm others through a process of recovery through reconnection to themselves, their families and their community using both traditional and counterparty Aboriginal and Torres Strait Islander healing methods
- Deliver wellbeing 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 Information Sharing Guidelines 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 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
- 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

- Model safe behaviour by following all workplace policies, procedures, work instructions and training
- Work safely at all times and consider the impact of your work practices on your own and others' physical safety and psychological wellbeing.
- Report all incidents, injuries and potential hazards in a timely manner
- Take part in safety activities and improvements, contribute to a culture that supports physical and psychological health.
- Identify, document and manage risks in your programs and work environment, putting controls in place to reduce physical and psychological harm.

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 Policy](#) & [Code of Conduct](#)
- 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

All roles at Save the Children contribute to our impact for children

At Save the Children and 54 reasons, every role, whether in our programs or support services, plays a vital part in our impact for children. We are committed to creating a positive impact on the lives of children and their communities, and we value the contributions of every team member in achieving this vision.

Here you'll belong

It takes all types of people to do the challenging work we do. Here are some of the specific skills and experiences you'll bring to this role:

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 community/wellbeing 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

- 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

Driver's Licence:

Required

Travel:

Up to 75%

Working with Children Check:

Required

Assets:

Laptop/phone