

POSITION DESCRIPTION

Position Title:	Counsellor - Domestic and Family Violence
Department/Location:	Mental Health & Family Wellbeing Services
Employment Status:	Please refer to letter of employment
Reports To:	Community Services Manager
Direct Reports:	Nil
Key Relationships/Interactions:	<p>Internal: Team facilitators and advocates, MH&FW team including Coordinators, Service Managers, Intake and Assessment Officers, Administration Officers, Quality, Learning & Workforce Development team, professional supervisors, Human Resources, ICT and other Corporate Services teams as required.</p> <p>External: Government and Non-Government Organisations, clients and their families, and other stakeholders.</p>

Position Statement / Overall Purpose:

This role's overall purpose within Anglicare Southern Queensland (Anglicare) is to provide comprehensive assessment, group facilitation and individual counselling and case management services to male perpetrators of Domestic and Family Violence. This position will also provide and/or coordinate the provision of advocacy, information, support and referral services to survivors (primarily women and children) affected by the perpetrator's violence.

The Counsellor (Domestic and Family Violence) will work in accordance with the values of Anglicare and support core business by providing guidance and advice within this position's specialty area.

Key Selection Criteria: (includes education; experience; skills and knowledge; and competencies)

Qualifications:

1. Tertiary qualifications in a relevant health profession (Psychology, Social Work, Counselling Degree) and current registration or eligibility for registration or membership of the appropriate professional body where required.

Essential:

1. Minimum of three years relevant counselling experience and demonstrated clinical practice.
2. Competence in the field of Domestic and Family Violence counselling, including ability to administer and interpret routine client risk assessments and outcome measures.
3. Sound theoretical understanding of domestic violence and the effect of trauma and abuse on individuals and families, including children.
4. Demonstrated practice competence in the facilitation of psychoeducational or therapeutic groups.
5. Demonstrated ability to engage productively with male clients, including those with complex needs, in a counselling context.
6. Ability to administer and interpret routine client risk assessments and outcome measures.
7. Knowledge of the Qld Professional Practice Standards – Working with men who perpetrate Domestic and Family Violence, and of legislation relevant to the service area.
8. Demonstrated ability to work co-operatively within a team in a complex human services environment.
9. Demonstrated high level of interpersonal, oral and written communication and advocacy skills.
10. Ability to work outside normal business hours at various sites within the region, as required.
11. Hold and maintain a current National Police Certificate (or ability to acquire).
12. Current Driver Licence and own reliable vehicle.
13. Current Positive Notice (Blue Card) for Child Related Employment issued by The Commission for Children and Young People and Child Guardian.

14. Willingness to undergo evaluation and be assessed to meet the physical and functional requirements of the role if required.

Desired:

1. Previous experience in behaviour change counselling and risk management with male perpetrators of Domestic and Family Violence.
2. Observation or practice experience in working with men's Perpetrator Intervention Programs in accordance with Qld Department of Communities Professional Practice Standards – Working with men who perpetrate Domestic and Family Violence
3. Experience managing clients with complex needs including Domestic and Family Violence.
4. Experience in drug and alcohol counselling.
5. Knowledge of and ability to recognise Mental Health Conditions and treatment options.
6. Completion of the Course in Responding to Domestic and Family Violence (30629QLD) or post-graduate qualification in domestic and family violence practice.

Key Accountabilities and Responsibilities:

1. **Accountability: Service Delivery**

Provide counselling and support services to men who perpetrate domestic and family violence. The services provided include one to one and group therapeutic interventions, case management, information, and referral.

Responsibilities:

- Provide counselling and group work to men who perpetrate Domestic & Family Violence using appropriate evidence based intervention frameworks.
- Where required, provide information and referral services to respondents in Domestic & Family Violence matters in a Court context, to support successful engagement with intervention services
- Work independently and exercise independent professional judgement on routine matters.
- Work in close cooperation with co-facilitator, partner advocate and team leader to provide safe and effective interventions to prevent domestic and family violence
- Maintain a minimum case load in accordance with service policies and guidelines.
- Maintain accurate and appropriate records, case notes, and other documentation as required.
- Use and interpret results from specialist assessment tools.
- Work in collaboration with statutory referrers and other agencies within the DFV service system, including magistrate's courts, child protection agencies, Probation and Parole, police and other government and non-government agencies.
- Preparation of professional reports i.e. clinical reports; court reports; progress and exit reports.
- Provide current and accurate information resources and supported referral to clients.
- Conduct outcomes-based assessments.
- Conduct client risk assessments and safety planning.
- Develop goals for counselling and support services and a case plan with clients.
- Adhere to the service policies and guidelines in relation to co-payment collection and fee waivers.
- Work within the quality assurance standards of Anglicare Southern Queensland and adhere to Anglicare Southern Queensland policies and state and federal legislative requirements.
- Maintain at an appropriate professional level, a current awareness and understanding of domestic and family violence, mental health, alcohol and other drugs, family relationship issues, and relevant domestic violence legislation and literature.

2. Accountability: Continuous Improvement & Professional Development

Contribute to the continuous quality improvement of Anglicare Southern Queensland Mental Health & Family Wellbeing Services.

Responsibilities:

- Actively participate in team meetings, supervision, professional development activities and training opportunities.
- Work collaboratively with other staff on action research, service planning and associated projects.
- Participate actively in performance appraisals and Wellbeing and Learning Plan processes.
- Participate actively in staff meetings and share information to improve work environment and outcomes.
- Maintain awareness of own skills and knowledge and needs in these areas, and actively work to address these needs and strengthen existing skills and knowledge by taking advantage of opportunities for professional learning and development.
- Develop and maintain a current awareness and understanding of service policies and procedures.
- Adequately prepare for and participate in scheduled individual and group clinical and operational supervision sessions, and case conferencing meetings.
- Develop and maintain appropriate networks and attend network meetings on behalf of Anglicare.
- Actively engage with SPEAQ and participate in professional development activities within the constraints of the role
- Actively assist in the training of volunteer and student counsellors placed with the service.

3. Other Duties and Requirements

- Undertake own work practices in a safe manner and comply with the instructions given for workplace health and safety within relevant Policies and Procedures;
- Do not, during or after employment, disclose information relating to residents, clients and staff or damage the reputation, viability or profitability of the Anglican Church Southern QLD.
- Your responsibilities also extend to any tasks outlined on a duties list, or any other tasks delegated to you by your manager/supervisor, provided that those new job requirements are safe, efficient, relevant, legal and within your abilities.

Delegation of Authority:

- In accordance with the Anglicare Delegations of Authority Policy.