



## Mallee Sexual Assault Unit – Mallee Domestic Violence Services

POSITION DESCRIPTION: Counsellor – Therapeutic Services

<p><b>Our Values:</b></p>	<p>Our values reflect the way we interact, connect and work with clients, partner agencies and with one another.</p> <ul style="list-style-type: none"> <li>• We put your <b>safety</b> and wellbeing at the centre of everything we do.</li> <li>• We <b>respect</b> the dignity and autonomy of each person.</li> <li>• We are trustworthy, <b>ethical</b> and transparent.</li> <li>• We advocate and act with <b>courage</b> to address inequity and shape a better future.</li> <li>• We communicate and <b>collaborate</b> to achieve shared goals.</li> <li>• We <b>learn</b>, innovate and embrace change to achieve outcomes that matter.</li> </ul>
<p><b>Our vision:</b></p>	<p>Futures free from sexual and family violence.</p>
<p><b>About us:</b></p>	<p>Mallee Sexual Assault Unit (MSAU) and Mallee Domestic Violence Service (MDVS) is a not-for-profit community organisation that provides family, domestic and sexual violence services and advocacy to support everyone in the Mallee region to be safe. Funded primarily by the Victorian Department of Families, Fairness and Housing, we deliver a range of programs focused on prevention, safety, connection and healing. Our programs span from crisis care to therapeutic services providing specialist support for victim survivors of sexual or family violence from first contact through to recovery.</p> <p>We are committed to:</p> <ul style="list-style-type: none"> <li>• Ensuring victim survivors of family violence are safe and those who use violence are held accountable.</li> <li>• Welcoming and supporting people of all backgrounds, ethnicities, cultures, ages, gender identities, sexual orientations, and abilities.</li> <li>• Recognising children as victim survivors of family violence in their own right, and being a child safe organisation</li> <li>• Providing seamless integration of care between providers to ensure best possible outcomes and experience for clients</li> <li>• Providing specialist care that is trauma informed, strengths based, and evidence informed</li> </ul> <p>The Mallee Sexual Assault Unit - Mallee Domestic Violence Services provides services to victim survivors of sexual assault and domestic and or family violence. The components of the service consist of crisis care, counselling services, advocacy, community education, outreach support, information, and referral services. The service is non-discriminatory, providing equity of access to all victim survivors and significant others of sexual assault and domestic and or family violence.</p> <p>In the Northern Mallee region, centre-based sexual assault and family violence services are provided in Mildura (24-hour response). Services are also provided flexibly and on-demand in Robinvale, Ouyen, Mallee Track, Dareton, and Wentworth.</p> <p>In the Southern Mallee, centre-based sexual assault and family violence services are provided in Swan Hill (24-hour response). Services are also provided flexibly and on-demand in Kerang, Cohuna, Sea Lake, Wycheproof, Balranald, and other towns throughout the Buloke and Gannawarra Shire.</p>



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<b>Position Title</b>	<b>Counsellor – Therapeutic Services</b>
<b>Position number</b>	
<b>Program</b>	Therapeutic Family Violence
<b>Classification and Award</b>	Social, Community, Home Care and Disability Services Award 2010 – Level 5
<b>Salary range</b>	\$100,776 - \$105,341 per annum
<b>Location</b>	Mildura
<b>Employment status</b>	Ongoing – Full time (Part time applications will be considered)
<b>Hours per week</b>	38 hrs per week <i>with an option to work</i> 40 hrs per week with an RDO once every 4 weeks <i>with the availability for the organisations on call roster after hours</i>
<b>Reporting Manager</b>	Team Leader – Family Violence Therapeutic Services
<b>Other Key Relationships</b>	Client Services, Therapeutic Services Team
<b>Position Objectives</b>	<p>The Counsellor Therapeutic Services role is primarily responsible for the provision of therapeutic counselling and advocacy services to victim survivors of sexual assault and domestic violence, their non-offending family members, and significant others.</p> <p>The role involves assessment, counselling, education, client focused advocacy and therapeutic group work. This also includes engagement and consultation with key stakeholders who are involved in optimising the recovery and well-being of clients.</p>
<b>Key responsibilities</b>	<ul style="list-style-type: none"> <li>• Provide evidence- based assessment and therapeutic intervention, and case- management support to victim survivors of family violence in the context of their family violence experience.</li> <li>• Plan, develop and monitor the implementation of evidence informed interventions.</li> <li>• Partner and collaborate with a variety of organisations to develop internal and external referral points.</li> <li>• Facilitation of evidence based/informed and therapeutic groups.</li> <li>• Participate, assist, and support the immediate and broader team to implement evidence-informed practice and ensure exceptional customer service and outcomes-based therapeutic support to clients.</li> </ul>
<b>Key Selection Criteria</b>	<ul style="list-style-type: none"> <li>• Tertiary qualifications in Social Work, Psychology or equivalent (essential)</li> </ul>



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	<ul style="list-style-type: none"> <li>• Previous experience in a therapeutic role</li> <li>• Accreditation as a practitioner in various therapeutic modalities such as Play-based therapy, Art therapy, Trauma Focused-Cognitive Behavioural Therapy, Dialectic Behaviour Therapy, Family and Systemic Therapies and Child-Focused Therapies (advantage)</li> <li>• Ability to apply a strong framework of Trauma and Violence Informed practice</li> <li>• Ability to utilise individual face to face therapeutic skills with adults.</li> <li>• Ability to thrive in an innovative working environment</li> <li>• Experience in planning and facilitating evidence based/informed therapeutic individual and group programs.</li> <li>• Capacity to analyse complex issues, including the impact of violence and trauma, safety, and risk, provide therapeutic interventions for women and children and assist them to achieve goals.</li> <li>• Demonstrated evidence informed knowledge and application of therapeutic models and theories to develop skill- based interventions that enable positive change.</li> <li>• Excellent verbal and interpersonal communication skills, including presentation and group facilitation skills</li> <li>• Knowledge of relevant risk and needs assessment frameworks; information sharing in the context of family violence provisions and the child information sharing scheme.</li> <li>• Ability to deliver Therapeutic Family Violence services that are aligned to MARAM</li> <li>• Understanding of and experience using, the MARAM Victim Survivor Framework, MARAM Adult Using Family Violence Framework and the Information sharing schemes (Advantage)</li> <li>• Comprehensive understanding of the dynamics and impacts of family violence and intervention and/or prevention initiatives.</li> </ul>
<p><b>Family Violence Minimum Mandatory Qualifications under Recommendation 209</b></p>	<p>As per the minimum mandatory qualifications requirements via <a href="https://www.vic.gov.au/mandatory-minimum-qualifications-specialist-family-violence-practitioners">https://www.vic.gov.au/mandatory-minimum-qualifications-specialist-family-violence-practitioners</a>:</p> <p>All candidates wishing to apply for this role must be able to demonstrate that they:</p> <ol style="list-style-type: none"> <li>1. are considered EXEMPT under the policy OR</li> <li>2. hold a Bachelor of Social Work or other equivalent qualification OR</li> <li>3. have minimum 5 years relevant professional experience, OR a related qualification as per the mandatory minimum qualification requirements. OR</li> <li>4. hold significant cultural knowledge and experience or lived experience and have faced barriers to educational pathways.</li> </ol> <p><b>Please note</b> that candidates wishing to enter the specialist family violence workforce via a related qualification or 5 years related professional experience pathway, OR the significant cultural knowledge and experience or lived</p>



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	<p>experience pathways will be required to work towards an equivalent qualification within specified timeframes (as per the mandatory minimum qualifications policy).</p> <p>If you believe these pathways may apply to you and would like more information, please don't hesitate to contact Jason Spratt, Executive Manager, Client Services on (03) 5025 5400 to discuss this further.</p>
<p><b>Specialist expertise/experience</b></p>	<ul style="list-style-type: none"> <li>• Tertiary qualifications in Social Work, Psychology or equivalent (essential)</li> <li>• Previous experience in therapeutic roles</li> <li>• Qualifications in Attachment, Child Development and Trauma (advantageous)</li> </ul>
<p><b>Pre-employment checks</b></p>	<p>All appointments require:</p> <ul style="list-style-type: none"> <li>• Reference checks</li> <li>• National criminal records check (Applicants who have lived overseas in one country for 12 months or longer in the last ten years must provide international police check from the relevant overseas police agency. Applicants can obtain a check through an organisation providing international police checks via an internet search)</li> <li>• Pre-employment misconduct screening</li> <li>• Working with Children Check both for Victoria and New South Wales</li> <li>• Current Driver's Licence</li> <li>• Evidence of the Right to Work in Australia.</li> </ul>
<p><b>Cultural safety in the workplace</b></p>	<p>MSAU-MDVS recognises the important and unique contribution Aboriginal and Torres Strait Islander employees make by bringing their unique skills, knowledge, and experience to the workplace. They also contribute important insight into how Mallee Sexual Assault Unit, Mallee Domestic Violence Services can provide for and engage with Indigenous clients and communities more effectively.</p> <p>MSAU-MDVS also recognises and supports the role of all staff in providing a culturally safe work environment and ensuring culturally safe professional practice.</p>
<p><b>Conditions of Employment</b></p>	<p>Salary and conditions are in accordance the SCHADS AWARD 2010.</p> <p>Salary Packaging is offered with this position.</p> <p>Monthly RDO accrual for full time employees based on their 40-hour working week.</p> <p>All offers of employment are subject to a satisfactory Criminal History Check, Working with Children's Check NSW &amp; Vic and current Driver's Licence.</p> <p>All offers of employment with Mallee Sexual Assault Unit - Mallee Domestic Violence Services are subject to a six-month probationary period.</p> <p>All staff members will be asked to participate in an Annual Performance Review.</p> <p>Pre-existing Injury disclosure prior to employment will be required for all existing medical, health and physical injuries/conditions.</p>



## **Mallee Sexual Assault Unit – Mallee Domestic Violence Services**

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### **Acceptance of Position Description requirements**

To be signed upon appointment

#### **Employee**

Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_