



**Integrated Response Health Liaison  
(Ipswich)**

**Position Details**

<b>Position:</b>	<b>Integrated Response Health Liaison (Ipswich)</b> Permanent position with probationary period. Commencing March 2019
<b>Classification:</b>	Social, Community, Home Care and Disability Service Industry Award 2010 Level 5.1 – 5.3
<b>Salary:</b>	\$40.24 – \$42.30 (hourly rate) or \$78,468 to \$82,485 pro rata per annum. Generous salary sacrifice package and other additional benefits.
<b>Additional Benefits:</b>	Generous salary sacrifice package, 10% superannuation, Additional bonus leave, professional development budget, external supervision, EAP.
<b>Hours:</b>	75 hours per fortnight (9am to 5pm Monday to Friday)
<b>Accountability:</b>	DVAC Board of Management, CEO, Managers and Staff Team

**Organisation information**

**Vision**

Passionate Leaders creating freedom from gender violence.

**Purpose**

DVAC works with individuals and communities to eliminate, prevent and respond to domestic and family violence, and sexual violence by:

- Collaboratively providing quality support services;
- Challenging social norms and structures that enable people to use violence/enable the use of violence;
- Building awareness and capacity within the community; and
- Encouraging egalitarian relationships.

**Philosophy Statement**

The Domestic Violence Action Centre (DVAC) has a long history in providing high quality services to women, children and young people who have experienced domestic and family violence in the Ipswich, Toowoomba and surrounding regions. DVAC works from a feminist perspective. We have a gender analysis of domestic violence that understands that domestic and family violence is a result of systemic power imbalances and inequalities. We acknowledge the many barriers that exist for women and their families as they seek safety and support, and that women from diverse backgrounds can face particular and unique barriers. We are strong advocates for change on all levels. We actively stand against all forms of oppression (including racism, sexism, ableism, homophobia, and multiple other forms of oppression) and believe in the right of justice, equality and fairness for all.

We regard women as the experts over their own life and we see our work as a partnership that is respectful, transparent and accountable. We work from a relationship-based approach where we are committed to sharing information, validating choices and ensuring we provide a safe space that is non-judgemental and at all times supportive.

We aim to consistently apply the same set of values and principles to all levels of our work – with clients, with colleagues in our organisation, and in our valued relationships with other workers and organisations within the service sector. We aim for a high level of integrity in all aspects of our work and we welcome feedback and input from all those involved with our service.

Through high quality service delivery combined with education, training, awareness raising and activism against violence in all its forms, our hope is to use our passion as leaders to create a world free from gender violence.

### **The Organisation**

You will find detailed information about the organisation on our website [www.dvac.org.au](http://www.dvac.org.au)

### **Equal Employment Opportunities**

DVAC values diversity in our workforce, and as such encourages applications from women from Aboriginal or Torres Strait Island backgrounds. DVAC also encourages women from culturally or linguistically diverse backgrounds to apply for vacant positions. DVAC recognises and celebrates the unique benefits that employing a diverse group of women with a broad range of life experiences, brings to the organisation. DVAC has an exemption under Section 25 of the *Anti-Discrimination Act 1991 (QLD)* and it is a general occupational requirement that all applicants identify as female.

## **Position Summary**

The Integrated Response Health Liaison would be primarily based in Ipswich and surrounds has responsibility for:

- Providing trauma informed counselling and support to women who are experiencing or have experienced or used domestic and family violence, and who have presented at health services in the first instance.
- Providing general services to women, service providers and the community, such as the provision of phone and face to face information and referral, crisis counselling, advocacy, risk assessment, safety planning and case management.
- Carrying out robust risk assessment sometimes within short time frames and within challenging environments e.g. Emergency Department of Ipswich Hospital.
- In partnership with health services, improve responses to domestic, family and sexual violence, upskill health staff through targeted training and awareness raising.

Given the nature of the work and the organisation, it will be important for any worker in this position to be able to work ethically and with limited direction.

## **Key Responsibilities and Outcomes**

### **Service Delivery**

- Undertake the active engagement of women experiencing domestic & family violence who are presenting to local health and hospital services, including outreach work to those services.

- Provide phone and face to face risk assessment, safety planning, crisis support, advocacy, information, and referral to women and children who are experiencing or have experienced domestic and family violence;
- Undertake and/or participate in case coordination and case management of clients where required;
- Report risk management issues that may impact upon the safety and health of clients to the Integrated Response and Prevention Team Leader (or Service Manager in her absence);
- Provide specialist counselling to women and possibly young people who have experienced or are experiencing domestic and family violence;
- Build positive, effective, collegial and mutually beneficial relationships with local health services, particularly the Accident & Emergency & Maternity Wards & the Social Work team at Ipswich Hospital, as well as Community & Mental Health services (often based in Bell St Plaza, Ipswich);
- Build positive and effective working relationships with other key stakeholders such as the police, child protection systems, Centrelink, and other welfare and support services and agencies in the provision and facilitation of adequate and safe responses to women and children experiencing domestic and family violence;
- Provide specialist group work services to women, and possibly young people, who have experienced domestic violence in collaboration other workers or external co-facilitators;
- Liaise and work cooperatively with other workers within the service to ensure appropriate access, eligibility and support of clients in the service;
- Participate in relevant networks and forums in relation to domestic and family violence and service provision to women, where possible;
- Undertake administrative duties associated with direct service delivery and data collection.
- Increase knowledge regarding feminist practice and its application in working against domestic and family violence and sexual violence.
- Increase knowledge and skills to ensure the provision of culturally, gender and age appropriate services to clients.

**Organisational** in accordance with service values and requirements and industry practice standards:

- Participate in the development of the provision of anti-discriminatory, client-centred practice in accordance with service values and requirements;
- Advocate on behalf of clients and the service within the funded area
- Represent the service to funding bodies, external stakeholders, media as required
- Participate in the monitoring of legislative and policy developments regarding domestic and family violence and sexual violence;
- Meet reporting requirements for the relevant initiatives.
- Work within the *Practice Standards for Working with Women affected by Domestic & Family Violence*, and the *Professional Practice Standards: Working with men who use domestic and family violence* developed by the Department of Communities Qld and the *Qld Government Interagency Guidelines for Responding to Adult Victims of Sexual Assault* and the *National Standards of Practice Manual for Services Against Sexual Assault*; and
- Undertake any other duties as lawfully directed by the CEO or Service Manager

## Accountability

The Integrated Response Health Liaison is required to work within the philosophy, objectives and policies of the organisation including:

- Working within a feminist framework.

- Working as a member of the staff team.
- Utilising consultative and collaborative processes.

The Integrated Response Health Liaison will report to the Integrated Response Team Leader, but will also be accountable to the Service Manager, CEO and the Board as the employing body. The Integrated Response Health Liaison will comply with the established processes for ensuring the transparency of all decisions and actions taken in the course of the work. The Integrated Response Health Liaison will also be accountable to the staff team and the consumers of the service.

### Preferred Qualifications and Experience

- Possession of relevant tertiary qualifications in the human services field.
- Experience and skills in gender-based violence risk assessment, trauma informed practice, safety planning, crises support, system advocacy.
- Well-developed crisis response skills in risk assessment and management.
- Well-developed interpersonal and communication skills.
- Current driver's licence and Blue Card.
- All DVAC staff are required to complete a National Police Check upon successful offer of position.

### Personal Attributes

- Passion for working with women in a rapidly changing, intensive, crisis driven environment.
- Ability to remain calm and make professional assessments under pressure.
- Ability to advocate while maintaining positive relationships with both stakeholders and colleagues.
- Ability to be organised, prioritise and manage time effectively in the face of multiple demands.
- Willingness to engage in honest, transparent, reflective and accountable practice.
- Ability to connect daily crisis work with larger organisational goals and community outcomes.

### Applying for this position

Please send a current CV along with a no more than **2-3 page** expression of interest document addressing the below selection criteria to [ea@dvac.org.au](mailto:ea@dvac.org.au) using the subject line "HEALTH LIAISON EOI"

The closing date is 9 am on Friday 1<sup>st</sup> March 2019.

## Selection Criteria

1. What is your knowledge of the issues affecting women and children experiencing domestic and family violence, and your understanding of feminist perspectives on domestic and family violence, including the individual, familial, legal and social issues involved?
2. Outline your extensive experience and skills in, and conceptual framework for, conducting risk assessments and delivering crisis support and advocacy work with women who have experienced trauma.
3. Outline your extensive experience and skills in designing, developing and delivering counselling and case management with women and young people from a feminist perspective.
4. What strategies and skills do you employ to work autonomously and to prioritise competing demands, and in what contexts have you had to apply these strategies?
5. How have you contributed to, and what are your values in relation to, a supportive and collaborative staff team environment in a community based organisation?
6. Outline your knowledge of the role and importance of integrated responses to domestic & family violence, particularly in relation to health services.