



## Youth Sexual Violence Counsellor (Toowoomba)

### Position Details

<b>Position:</b>	<b>Youth Sexual Violence Counsellor (Toowoomba)</b> Part-time position. Commencing 1.5.19
<b>Classification:</b>	Social, Community, Home Care and Disability Service Industry Award 2010 Level 5.1 – 5.3
<b>Salary:</b>	\$78,468 to \$82,485 pro rata per annum or \$40.24 – \$42.30 (hourly rate)
<b>Additional Benefits:</b>	Generous salary sacrifice package, 10% superannuation, Additional bonus leave, professional development budget, external supervision, EAP.
<b>Hours:</b>	60 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 Youth Sexual Violence Counsellor will provide specialist counselling and support to young people aged from 12 years and above who have experienced sexual violence. The counsellor will need to operate with a trauma informed, developmentally sensitive and culturally safe lens.

The Youth Sexual Violence Counsellor would undertake individual risk and needs assessment, case planning and therapeutic counselling to children or young people and their non-offending family members, caregivers or carers to support young people to overcome their experience of sexual abuse, lessen the negative impacts of their sexual abuse experience and prevent their experience having negative impacts on their self-esteem, confidence and future relationships.

The Youth Sexual Violence Counsellor would work alongside a range of services to deliver an integrated multi-disciplinary response to youth sexual violence and abuse.

Contribution to an evaluation of the YSVA service model as required.

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

## **Key Responsibilities and Outcomes**

### **Leadership**

- Work alongside the service who delivers the Youth Connector role and with non-offending family members and caregivers to build their capacity to support children and youth people

- Show initiative and creativity in the delivery of sexual violence support services to children and young people

### Service Delivery

- Undertake face to face individual risk and needs assessment, and case planning with children and young people and their non-offending family members, caregivers or carers who have experienced sexual violence and abuse;
- Provide specialist sexual violence counselling to children and young people who are aged 12 years and over that is culturally appropriate;
- Develop, provide and assist with supporting children and young people's engagement with other support service and safe people places in their support network;
- Report risk management issues that may impact upon the safety and health of clients to the Counselling Team Leader or Service Manager in her absence;
- Liaise and work cooperatively with the Youth Connect position, youth support services, school based social workers, allied health workers and child safety service centre staff to ensure appropriate access, eligibility and support of children and young people in the service;
- Participate in integrated responses, relevant networks and forums in relation to sexual violence and service provision to children and young people of sexual violence, and contribute to an evaluation of the Youth Sexual Violence & Abuse service model as required; and
- Undertake administrative duties associated with direct service delivery and data collection.

**Organisation** 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 *Qld Government Interagency Guidelines for Responding to Adult Victims of Sexual Assault* and the *National Standards of Practice Manual for Services Against Sexual Assault; The Standards of Practice Manual for Services Against Sexual Violence* and *Qld Government Interagency Guidelines for Responding to People who have Experienced Sexual Assault*
- Undertake any other duties as lawfully directed by the CEO or Service Manager or Team Leaders.

### Accountability

The Youth Sexual Violence worker 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 Youth Sexual Violence Worker is ultimately accountable to the Counselling Team Leader, or in their absence the Service Manager, but will also report to the CEO and the Board as the employing body. The Youth Sexual Violence Worker will comply with the established processes for ensuring the transparency of all

decisions and actions taken in the course of the work. The Youth Sexual Violence Worker will also be accountable to the staff team and the consumers of the service.

## Preferred Qualifications and Experience

- Possession of relevant tertiary qualifications in psychology, counselling, or social work.
- Experience in delivering trauma informed counselling and recovery to children and young people
- Experience delivering sexual violence counselling & a working knowledge of the Criminal Law (Sexual Offences) Act 1978 and knowledge of court and legislative proceedings as they relate to the Act.
- Experience and skills in gender-based violence risk assessment, trauma informed practice, safety planning, crises support, system advocacy, case management, counselling
- Well-developed interpersonal and communication skills
- All DVAC staff are required to complete a National Police Check upon successful offer of position
- Current driver's licence and Blue Card

## Personal Attributes

- Passion for working with children and young people who have experienced trauma in a rapidly changing, intensive, crisis driven environment
- Innovative approaches for engaging with children and young people to ensure successful engagement and participation of the child or young person in support services
- 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 page** expression of interest document addressing the below selection criteria to [ea@dvac.org.au](mailto:ea@dvac.org.au) using the subject line "Youth Sexual Violence Counsellor EOI"

The closing date is 9am Monday 27/05/2019

## Selection Criteria

1. Outline your experience and skills in, and conceptual framework for providing counselling with children and youth who have experienced trauma.
2. Outline your experience and skills in designing, developing and delivering group programs with children and young people.
3. 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?

4. What is your knowledge of the administrative functions of a community based organisation (e.g. computer skills, data management, reporting, verbal and written skills) and how do you contribute to such functions?