








Role description

Role Title	Men's Counsellor
Team	Responsible Men
Location	Slacks Creek
Classification Level	6
Reports to	Program Manager

Our Vision - Building independence and participation.

Our Purpose - YFS backs people to overcome adversity and to thrive.

- Our Values** -
-  **Excellence** - we deliver high quality services and have high expectations
 -  **Integrity** - we act honestly and openly
 -  **Optimism** - we think and act with confidence about people and the future
 -  **Steadfastness** - we persist to overcome barriers and adversity with our clients
 -  **Courage** - we challenge ourselves and others to create change



YFS has a long history of working with and empowering First Nations peoples.

The [YFS Cultural Framework](#) sets out our continuing commitment and the actions we will take as a community member, a service provider and an employer to back First Nations peoples to achieve their aspirations and thrive

YFS is committed to promoting a unified, harmonious, safe and inclusive community. We recognise that all types of diversities deepen and enrich our community and provide an invaluable asset for our future.

We pride ourselves on ensuring our services and work environments are safe, inclusive, welcoming and accessible for all, regardless of ethnicity, gender, gender identity and expression, sexual orientation, disability, or religion.

Primary purpose

This role provides individual counselling to men who have used or are using domestic and family violence, alongside their intervention in the Responsible Men behaviour intervention group program. This position will promote safety as well as accountability, with a focus on empowering men to take responsibility for their own mental health and wellbeing. With a holistic, strength based, and trauma informed approach, the Men's Counsellor will work with men addressing compounding risk factors and/or trauma in men who use violence. The role is embedded within the Responsible Men team, supporting men to change their behaviour and improve the safety of victim-survivors as a priority.

Key accountabilities

Service delivery

- Provide individual counselling sessions to referred clients using a strength-based, trauma-informed approach, ensuring that appropriate counselling and support is provided including mental health, trauma, drug and alcohol, and other counselling needs.
- Work with men in alignment with our program logic and practice framework, with a clear focus on the safety of women and children, upheld through perpetrator accountability with attitudinal and behavioural change.
- Using a gendered understanding of domestic violence, promote critical reflection on men's use of violence without collusion and encourage a man's willingness to take responsibility for making changes.
- Participate in weekly risk meetings, risk management, and in the development and review of intervention plans for the men.
- Provide support and back up to other Responsible Men staff when dealing with complex clients, including responding to critical incidents involving clients.

External relationships

- Build and foster collaborative partnerships with other agencies and stakeholders to provide and maintain effective, accountable services for clients, and report on developments.
- Build a network of contacts in other relevant organisations and ensure YFS's image and reputation is maintained.
- Work effectively with the Logan High Risk Team (HRT) to help deliver an integrated response to domestic and family violence that is demonstrated by clear and consistent referral pathways, protocols, and joint local initiatives.

Leadership and values

- Apply YFS values, ethics, policies and procedures across all work practices. Contribute to the resolution of work-related matters by being honest, approachable and responsive.
- Contribute to continuous improvement of risk assessment, service delivery, operational guidelines, and organisational policies and procedures. Support the implementation of change and best practice.
- Prepare required data reports and/or case studies for the Program Manager.

Teamwork and collaboration

- Contribute to developing a cohesive team by participating in meetings, scheduled activities and team processes. Share information, communicate and present ideas in team meetings.
- Work with other team members to implement new and/or adapt existing work methods to improve service delivery. Identify and respond to changing needs of clients and/or YFS.
- Initiate collaboration with other YFS services to improve service delivery outcomes for YFS clients.

Professional accountability

- Use YFS and partner information and resources accountably.
- Undertake work in accordance with team standards and YFS policies, protocols, and procedures, including workplace health and safety, risk management, and relevant legislative requirements.
- Work within the standards and principles of safeguarding children and vulnerable adults.

Problem solving and decision making

- Identify and resolve problems, and contribute to improving working processes and procedures to improve service delivery to clients.

Administration

- Enter data, maintain records and complete documents in line with YFS document management and record keeping procedures.
- Prepare relevant reports to external agencies as required..

Cultural respect

- Acknowledge the history and ongoing impacts that Aboriginal and Torres Strait Islander people experience.
- Deliver services that are person and community centred for Aboriginal and Torres Strait Islanders and people from diverse cultural backgrounds.

Relevant skills, knowledge and experience

Experience and qualifications

- A tertiary qualification in Counselling is essential.
- Minimum 3 years' experience within the community, health or welfare sector, or related field.
- Membership and registration (or eligibility for membership and registration) in a relevant professional association, such as the Australian Counselling Association, is desirable but not essential.

Knowledge and experience specific to the role

- Demonstrated experience in delivering individualised counselling and/or therapeutic interventions.
- Demonstrated experience in working with men using domestic and family violence, or other complex needs.
- Experience in using an appropriate framework for assessment and intervention in relation to domestic and family violence and child protection.
- Demonstrated knowledge in risk assessment and trauma informed approaches in responding to the gendered nature of domestic and family violence.
- Demonstrated knowledge of the *Domestic and Family Violence Prevention Act 2012*.
- Work within *Domestic and Family Violence Services Practice Principles, Standards, and Guidance*.
- Demonstrated understanding and evidence in practice of the gendered nature of domestic and family violence.
- Demonstrated effective communication skills (verbal and written) with a wide range of stakeholders including service consumers, community organisations, government bodies, and the wider community.
- Demonstrated ability to engage in critical self-reflection and engage in accountable practice within a pro-feminist framework.
- Demonstrated organisational skills to plan and prioritise work efficiently and effectively, and to manage competing demands and priorities.

- Refer to the level 6 competencies in the Social, Community, Home Care and Disability Services Industry Award.
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Other role requirements

- Work out of hours when required to respond to client needs (e.g. to provide individual counselling sessions outside of regular work hours, with other staff and security on site)
 - Current Queensland C Class driver licence
 - Current First Aid Certificate, or ability to obtain
 - Current Positive Notice Blue Card
 - Current National Police Check.
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Additional information

An employee may be directed to carry out such duties as are within the limits of the employee's skill, competence and training. All employees are required to observe YFS' policies and procedures. Employment in the position will be subject to an annual performance plan and review, with initial appointment subject to a probationary period of five months.