








Role description

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| Role Title | Behaviour Change Facilitator (Emerging) |
| Team | Responsible Men |
| Location | Slacks Creek |
| Classification Level | 4 |
| 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

The Behaviour Change Facilitator (Emerging) primarily works in a group setting with men who have used domestic and family violence to provide intervention, through critical dialogue within the group process. The role also provides individual sessions/assessment as required and court support on an as needed basis. This is an opportunity for an emerging practitioner new to the perpetrator intervention work to be upskilled and mentored by specialists in the field. Work will be guided by the relevant line manager.

Key accountabilities

Service delivery

- Observations of intake and risk assessment, and progress interviews with the intention to progress to deliver these with a clear focus on the safety of women and children, upheld through perpetrator accountability with attitudinal and behavioural change.
- Co-facilitate men's intervention groups within our program logic and practice framework alongside a Senior Facilitator.
- Working with men using motivational interviewing and critical dialogue principles, to promote critical reflection on Men's use of violence, abuse and the beliefs that drive this behaviour.
- Participate in weekly risk meetings and provide information regarding progress of the group, on-going assessment of risk and safety, risk management and development and review of intervention plans for the man alongside a Senior Facilitator.
- Provide information about and referrals for other related issues, such as mental health, financial, employment support, legal, and drug and alcohol concerns and needs.
- Attend Beenleigh Court and provide male respondents who attend for domestic violence with information on court processes and the Responsible Men program on an as needed basis.

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.

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.

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.
- Actively consult with line management to share risk concerns, and risk management plans.

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 a Child Safe Organisation.
- Engage in ongoing critical reflective practice in supervision and guided by line management.

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 of colonisation 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.
- Recognises and reflects on cultural bias and personal privilege and what this means as a practitioner.

Relevant skills, knowledge and experience

Experience and qualifications

- Relevant tertiary qualifications (Degree in relevant discipline) or a minimum of two-years' full-time (or equivalent part-time) relevant professional experience.
- Possess Emerging Facilitator requirements as outlined in the *Queensland Perpetrator Intervention Services Requirements*.

Knowledge and experience specific to the role

- Demonstrated nuanced and intersectional understanding of the drivers, dynamics and impacts of domestic and family violence and the dynamics of gender, power and control.
- Understanding of person centred and trauma informed service delivery.
- Able to bring knowledge of intersectionality and diversity to form effective relationships with people from all background and identities.
- Understanding of the behaviour change process in relation to domestic and family violence.
- Experience in risk assessment and motivational interviewing to create effective relationships that promote accountability (note on-going formal and informal professional development and mentoring available).
- Ability to learn, obtain and apply knowledge of the *Domestic and Family Violence Protection Act 2012*, and *Child Protection Act 1999* and *Child Protection Reform Amendment Act 2017*.
- Ability to learn, obtain and apply knowledge of the *Domestic and Family Violence Information Sharing Guidelines 2017* and *Information Sharing Guidelines 2018*.
- Demonstrated organisational skills to plan and prioritise work efficiently and effectively, and to manage competing demands and priorities which include use of IT systems, data collection and high-quality administration and case notes.
- Effective communication skills to engage internal and external stakeholders.
- Teamwork skills with the ability to contribute to a productive, positive and harmonious team.
- Refer to the level 4 competencies in the Social, Community, Home Care and Disability Services Industry Award.

Other role requirements

- Work out of hours when required to respond to client needs and group needs
 - 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.