

CatholicCare NT Role Description

Position Title	
NO MORE Community Engagement Worker	
Position Number	CC2468
Salary	Base Salary SCHADS Grade 4 Plus Superannuation Guarantee Contribution, 17.5% leave loading and salary packaging option
EFT	Full time 38 hours per week
Location	Katherine
Commencement	ASAP
Completion	Ongoing (subject to funding)
Last Reviewed	May 2024

1. Program Description

NO MORE is a Northern Territory-wide Aboriginal led primary prevention initiative that works with the community to develop local responses to reduce the incidence of domestic and family violence (DFV). We do this by raising awareness, educating, and mobilising individuals, groups and communities to change attitudes and behaviours towards women and children. The objective is creating safer, more informed communities with enhanced well-being and where violence is unequivocally rejected.

NO MORE is founded in community development, encouraging community leadership, responsibility, and action. A key component of this program is engaging and supporting men to act as role models and leaders in their communities for changing societal attitudes and norms.

2. Purpose of the Position

The purpose of the Community Engagement Worker NO MORE is to implement community engagement, education and awareness raising initiatives aimed at reducing domestic and family violence (DFV) in the Northern Territory. This role is dedicated to fostering an understanding of DFV and its impacts, promoting respectful relationships, and empowering community members to actively participate in prevention efforts.

3. Organisational Relationships

Works under general direction and reports to the Regional Manager. May supervise other staff including Community Project Officers.

4. SCHADS Grade 4 Characteristics

- Work under general direction in functions that require the application of skills and knowledge appropriate to the work. Generally, guidelines and work procedures are established.
- Application of knowledge and skills, gained through qualifications and/or previous experience in a discipline.
- Contribute knowledge in establishing procedures in the appropriate work-related field.

- May be required to supervise various functions within a work area or activities of a complex nature.
- May involve a range of work functions, which could contain a substantial component of supervision.
- May be required to provide specialist expertise or advice in their relevant discipline.
- Requires a sound knowledge of program, activity, operational policy, or service aspects of the work performed with a function or a number of work areas.
- Require skills in managing time, setting priorities, planning, and organising their own work and that of lower classified staff and/or volunteers where supervision is a component of the position, to achieve specific objectives.
- Expected to set outcomes and further develop work methods where general work procedures are not defined.

5. Key Responsibilities and Performance Standards

5.1 Education, Awareness and Capacity Building:

- Establish and maintain strong relationships with remote Aboriginal communities and Northern Territory sporting organisations, using sports and community activities as platforms for engagement and education.
- Deliver education and awareness programs and workshops that are culturally appropriate and relevant to the target cohorts, with a particular focus on men and Aboriginal men.
- Utilise storytelling, local languages, and culturally resonant materials to educate about DFV, its impacts, and the importance of respectful relationships.
- Provide training and awareness sessions for community leaders, sporting organisation members, and other key stakeholders to equip participants with the knowledge and skills to recognise DFV, support victim-survivors, and initiate community-led interventions.

5.2 Community Mobilisation

- Identify and cultivate local male and female leaders and influencers within communities who can champion the cause against DFV. Provide them with the support, training and resources needed to lead by example and inspire others to join the movement, including supervision and mentoring of staff, where employed by CCNT.
- Support communities and organisations to take action against DFV including facilitating regular community dialogues, forums, and “town hall” meetings
- Work with community members to develop and implement community owned action plans that address specific needs and leverage local strengths in combating DFV.

5.3 Participate in Supervision and Evaluation activities by:

- Contribute to the design and evaluation of targeted programs that engage men and Aboriginal men in discussions and activities that challenge norms around masculinity and violence.
- Contribute to the creation and evaluation of accessible, engaging, and informative resources that support the education and awareness objectives, ensuring they are appropriate for the diverse audiences within the Northern Territory, including remote Aboriginal communities and sporting organisations.

- Collect data to monitor and evaluate the effectiveness of the programs and initiatives, adapting strategies based on feedback and outcomes to ensure the needs of the communities are met and the programs are effective in reducing DFV.
- Providing reports and feedback as requested
- Actively participating in evaluation activities
- Attending supervision to reflect and review practices as per CatholicCare NT policy

5.4 Safeguarding Children

Our organisation takes child protection seriously, and as an employee/volunteer of CatholicCare NT, you are required to meet the behaviour standards outlined in our Safeguarding Children and Young People Policy (ORG/SP/P030). You will have received a copy of this policy as part of your induction. You can also access a copy of this policy via the Intranet.

All staff are to provide a service in line with our safeguarding children policies and procedures and are required to report any concerns of abuse and neglect toward children and young people to the relevant authorities as per policy and procedure. Any criminal charges or convictions received during employment/ volunteering that may indicate a possible risk to children and young people must be reported to the relevant Line Manager within forty-eight (48) hours.

6. Personal Attributes

The incumbent must maintain strict confidentiality in performing the duties of the position and must demonstrate the following personal attributes:

- Compassion, empathy, sense of justice and tolerance
- Demonstrated organisational fit with ability to work within a culture and values framework
- Team player with ability to work with others in a spirit of trust, respect, reflection, and accountability
- Adaptable with resilience to work in difficult situations and willingness to work beyond the role description when required
- Ability to represent CCNT in a culturally appropriate and professional manner at all times

7. Work Conditions

The position is based in a busy, open area office. The role includes significant outreach work to remote communities which requires regular travel in light aircraft, long distance (including off-road) driving and staying in basic accommodation. There will be some after-hours work which may include weekends. This will be balanced by equivalent time off through the week, so that the total hours per fortnight does not exceed the normal 76 hours.

8. Selection Criteria

- 1) Prerequisites (Eg. community development, violence prevention, social work, social or political science, public health)
 - I. relevant four year degree with one year's relevant experience;
 - II. three year degree with two years of relevant experience;
 - III. associate diploma with relevant experience;
 - IV. lesser formal qualifications with substantial years of relevant experience; or

- V. attained through previous appointments, service and/or study, an equivalent Grade of expertise and experience to undertake a range of activities.
- 2) Proven skills in building and maintaining strong, trust-based relationships with a variety of stakeholders, including community leaders and members, and sporting organisations.
 - 3) Knowledge of the dynamics, types, and impacts of domestic and family violence (or the capacity to learn), with the ability to deliver engaging, culturally appropriate educational programs and workshops including adapting content and methods to suit diverse audiences.
 - 4) Proven ability to inspire, support, and mobilise community members for collective action against DFV, including identifying and nurturing local leaders.
 - 5) Demonstrated ability to engage respectfully and effectively with Aboriginal communities, showing a deep understanding of their cultural, social, and historical contexts.
 - 6) Knowledge of effective community engagement, empowerment, and capacity-building strategies, with a track record of facilitating impactful community-led initiatives.
 - 7) Demonstrated ability to perform basic data collection and accurate note-taking, with the capacity to enter data into relevant systems and assist with tracking program progress and outcomes.

9. Special Conditions

- 1) Aboriginal people are strongly encouraged to apply.
- 2) Must be an Australian Citizen or have unlimited work rights within Australia.
- 3) This position is subject to a satisfactory criminal history check that must demonstrate that you have not had inappropriate dealings with children or been charged or convicted of a domestic violence offence.
- 4) Valid NT Drivers Licence and Ochre Card.
- 5) This position requires you to apply for a Working with Children Clearance/Ochre Card prior to your employment commencement date and send us receipt of payment. This will be at your own cost.
- 6) If you have resided in an overseas country for 12 months or more in the past 10 years, this position requires you to complete an International Criminal History check (ICHC) prior to your employment commencement date. The outcome of the initial screening check must be satisfactory.
- 7) This position is classified as a mandatory worker position for the purpose of COVID-19 vaccines and directions issued by the NT Chief Health Officer.
- 8) Six-month probation period.
- 9) Non-smoking working environment.
- 10) The contact details of at least two referees are required.
- 11) Evidence of qualification attainment will be required.