

CatholicCare NT Role Description

Position Title		Practitioner MBCP
Position Number		CC2785
Salary		Base Salary SCHADS Level 5 Plus superannuation guarantee, 17.5% leave loading and salary packaging option
EFT		Part time or casual up to 0.4 FTE (2 days) per week
Location		Berrimah
Completion		Ongoing (subject to funding)
Last Reviewed		NEW POSITION

1. Program Description

CatholicCare NT (CCNT) is a not-for-profit organisation providing social services and programs to individuals, couples, families, children, groups, schools, and agencies across the Northern Territory. CCNT's Men's Domestic and Family Violence (DFV) programs include the Men's Behaviour Change Program (MBCP) in Darwin and Wadeye, Palmerston Co-Responder Program (PCR) in Darwin as well as court support for men who use violence in their relationships in Darwin Katherine. The primary goal of these programs is to ensure the safety of women and children by eliminating Men's use of violence through behaviour change.

The MBCP and PCR operated out of Darwin. The programs are designed to support men who are engaging in violent, abusive, or controlling behaviours, helping them to change these behaviours through group sessions and individual case management. Participants receive education, strategies, support, and referrals to other services. The MBCP team also collaborates with NT Legal Aid to provide social support for men in the court space who are impacted by Domestic and Family Violence (DFV). These program aims to prevent violence and promote healthier, more respectful relationships.

2. Purpose of the Position

The MBCP Practitioner will work within the MBCP team to ensure that participants are assessed managed and referred appropriately. The MBCP Practitioner is responsible to deliver against contractual requirements and program objectives by facilitating groups, creating safety plans, developing exit strategies and linking men into relevant support groups such as men's healing programs that can help consolidate new skills. MBCP Practitioners may also be required to support other programs like the Co-responder model or the Respondents Early Assistance Legal Service (court support).

3. Organisational Relationships

Works under general direction and reports to the designated supervisor as per the CCNT organisational chart.

Supervises other staff and/or works in a specialised field.

4. SCHADS Grade 5 Characteristics

- Work under general direction from senior employees.
- Undertake a range of functions requiring the application of a high Grade of knowledge and skills to achieve results in line with the organisation's goals.
- Adhere to established work practices. However, may be required to exercise initiative and judgment where practices and direction are not clearly defined.
- Involvement in establishing organisation programs and procedures.
- Will include a range of work functions and may involve supervision. Work may span more than one discipline.
- Required to provide expert advice to employees classified at a lower Grade and volunteers.
- Application of knowledge gained through qualifications and/or previous experience.
- Required to set priorities and monitor workflows in their area of responsibility, which may include establishing work programs in small organisations.
- Required to set priorities, plan, and organise their own work and that of lower classified staff and/or volunteers and establish the most appropriate operational methods for the organisation.
- Positions responsible for projects and/or functions, will be required to establish outcomes to achieve organisation goals.
- Specialists may be required to provide multi-disciplinary advice.

5. Key Responsibilities and Performance Standards

5.1 Direct service delivery

- Use professional judgement to undertake comprehensive evidence-based risk assessments, and program eligibility and suitability assessments.
- Plan and implement activities that ensure participant needs are addressed appropriately, and the safety of women and children is at the centre of the program.
- Support participants to develop strategies to behave more consistently with their values and engage in committed action, primarily through groupwork facilitation. This includes using skills and expertise to manage conflict, group dynamics and/or resistance and identify and challenge collusion, victim-blaming and minimisation of DFV.
- Provide case management including making appropriate referrals.
- Backfill for the Court Support program, to minimise delivery interruptions, including collecting and inputting data.
- Apply evidence-based interventions and trauma informed methodologies to work towards agreed goals and deliver wellbeing outcomes for participants.
- Contribute to the development and delivery of culturally appropriate content, evidence-base, protocols, policies and procedures for MBCP to ensure high quality service delivery and program integration with other CCNT programs and services.
- Ensure program guidelines, code of conduct, and organisational policies are followed

- Comply with relevant WH&S and CSNET audit requirements.

5.2 Stakeholder Engagement

- Mentor and collaborate with Community Members to meet program objectives.
- Promote the MBCP through distribution of information, presentations, networking and the creation of articles and social media content.
- Develop and maintain collaborative networks with relevant government, Aboriginal Community Controlled Organisation and community-based agencies in Wadeye and Darwin.
- Maintain professional relationships with all participants, community members stakeholders and CCNT staff.

5.3 Participate in Supervision and Evaluation activities by:

- entering accurate data and case notes in line with program requirements
- providing reports and feedback as requested
- actively participating in evaluation activities
- attending supervision to reflect and review case management practices as per CatholicCare NT policy

6. 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 the course of 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.

7. 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.

8. Work Conditions

In this role, you will regularly work with participants who have experienced, or are currently experiencing, domestic and family violence, child abuse, other forms of violence and threats of harm.

The work may involve hearing distressing disclosures, managing safety concerns and working within mandatory reporting and safeguarding frameworks.

The position is located in a busy, open area office, however, by nature the role requires remote outreach work and afterhours work as approved by the Manager MBCP. This position requires special conditions regular travel to remote communities, travel in light aircraft, basic accommodation and some weekend work. This position may include some out of hours work, which is balanced by equivalent time off through the week, so that the total hours per fortnight does not exceed the normal 30.4 hours.

9. Selection Criteria

- 1) Prerequisites
 - I. relevant degree with relevant experience;
 - II. associate diploma with substantial experience;
 - III. qualifications in more than one discipline;
 - IV. Specialised skills sufficient to perform at this level; or
 - V. Attained through previous appointments, service and/or study an equivalent Grade of experience and expertise to undertake the range of activities required.
- 2) Demonstrated cultural competency, particularly in working with Indigenous people
- 3) Understanding of the gendered nature of domestic and family violence
- 4) Experience in evidence-based interventions, including facilitating group work
- 5) Strong interpersonal and communication skills including report writing and case note writing.

10. Desirable

- 1) Experience in any Group Therapy modality.
- 2) 100 hours experience in facilitating Men's Behaviour Change Programs.
- 3) Graduate Diploma or Graduate Certificate in Men's Behaviour Change (or equivalent).

11. Special Conditions

- 1) Must be an Australian Citizen or have unlimited work rights within Australia.
- 2) 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.
- 3) Valid NT Drivers Licence and Ochre Card.
- 4) 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.
- 5) 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 (IHC) prior to your employment commencement date. The outcome of the initial screening check must be satisfactory.
- 6) This position is classified as an essential worker.
- 7) Six-month probation period.

- 8) Non-smoking working environment.
- 9) The contact details of at least two referees are required.
- 10) Evidence of qualification attainment will be required.
- 11) Aboriginal people are strongly encouraged to apply.