

Location/s	Greater Townsville Region
Reporting to	Team Leader
Direct Reports	Nil
Level	3
Date Updated	March 2023

About the Role

The aim of the Thriving Kinnections program is to increase safety and wellbeing for women, children, and men within the Aboriginal and Torres Strait Islander community. The service will assist people who experience domestic and family violence, including children and extended family, as well as people who use violence in their relationships and families.

The purpose of this position is to provide a range of specialist intervention and support to children, young people, and their families who are experiencing, or have been affected by, domestic and family violence through individual and group counselling.

Key Responsibilities

Program Specific	<ul style="list-style-type: none"> • Apply knowledge of family systems theory, child development stages and domestic and family violence as outlined in the DFV Practice Standards and RAQ’s common and DFV specific clinical competencies and other relevant frameworks. • Facilitate cultural healing to contribute to improved safety and empowerment for children and young people who experience family violence. This may include children and young people who may be displaying violent and/or complex childhood behaviours. • Provide appropriate counselling, referral and support to children, young people, and families using a wide range of strategies including individual, group, and community-based interventions. • Apply knowledge of domestic and family violence, specifically the impact of child abuse and child witnesses of domestic violence, and a strong understanding of intergenerational trauma relevant to Aboriginal and Torres Strait Islander peoples, to determine appropriate interventions. • Provide parents with appropriate information about their children’s emotional wellbeing and needs. • Network with key stakeholders to develop and maintain collaborative relationships that build community capacity and raise awareness of DFV, particularly within the Aboriginal and Torres Strait Islander community to ensure ongoing community consultation, including with community groups and organisations in the development of tailored responses to DFV in the community. • Participate in key Domestic and Family Violence Prevention community education events as required.
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	<ul style="list-style-type: none"> Conduct client assessment and intakes, provide relevant interventions, information, referrals, and case management.
Duty of Care and Legislative Requirements	<ul style="list-style-type: none"> Maintain confidentiality and duty of care, including identification and assessment of domestic and family violence, child safety concerns, threat of harm to self or others, and other risk factors; and take appropriate steps as required by organisational policy and procedure. Understand and meet legislative and funding requirements including collecting and recording statistical data in a timely and accurate manner.
File and Diary Management	<ul style="list-style-type: none"> Maintain client files, case notes and risk management documentation as per organisational policy and procedure. Maintain the client information system to enable effective and informed client bookings. Remain up-to date with reporting outcomes for clients in RAQ systems as needed.
Supervision and Professional Development	<ul style="list-style-type: none"> Develop and maintain an updated knowledge of current issues and practice surrounding family and domestic violence, with a specific focus on the impacts on children and young people. Demonstrate ongoing commitment to participation in professional development as per organisational policy and procedure. Be receptive to and reflect on feedback to improve employee performance.
Administration and Planning	<ul style="list-style-type: none"> Where directed, assist with the provision of administrative and general office duties. Contribute to operational needs, as requested by the reporting manager.
Other Organisational Responsibilities	<ul style="list-style-type: none"> Adhere to all organisational policies, procedures, standards, and practices. Act only in ways that advances RAQ objectives, values, and reputation. Other duties, consistent with skills and experience, as directed by the reporting manager.

Core Competencies

Business Savvy	Applies knowledge of the business and the industry to advance the organisation's goals.
Accountability	Accepts personal responsibility for actions and consequences, reflects on own performance and commits to personal and professional development.
Collaborative Relationships	Builds collaborative and constructive working relationships, working as a team to achieve goals.
Diversity & Inclusion	Interacts with all stakeholders in ways that demonstrate respect of social and cultural differences and commits to challenging attendant social inequities.
Innovation & Continuous Improvement	Applies knowledge, experience, and ideas to develop new and better ways of working, adapts to change and maintains resilience.
Professionalism	Gains the confidence and trust of others through honesty, integrity, and authenticity.

About You

To be successful in this position you will have:

	Required	Highly Desired
Qualifications	<ul style="list-style-type: none"> • Degree Qualified in a Human Services related field and/or relevant industry experience. • Qualifications and/or experience in working with children and young people in a therapeutic context. 	<ul style="list-style-type: none"> • Aboriginal and/or Torres Strait Islander peoples are strongly encouraged to apply. • Membership of a relevant Professional body (or the eligibility to apply).
Experience	<ul style="list-style-type: none"> • Demonstrated experience and theoretical knowledge of working therapeutically with clients in a variety of settings, such as individuals, couples, children, young people, families, and groups. • Understanding of the confidentiality and therapeutic practice within the Child Protection and DFV legislation. • Demonstrated experience in engaging proactively with and supporting clients of diverse backgrounds (Aboriginal & Torres Strait Islander, Culturally and Linguistically Diverse, low socioeconomic status, people with disabilities and people of diverse bodies, genders, and sexualities). • Experience working with local networks and agencies. 	<ul style="list-style-type: none"> • Experience in providing advocacy, information and referral to parents and guardians affected by DFV. • Extensive experience in working with Aboriginal and/or Torres Strait Islander communities.
Knowledge	<ul style="list-style-type: none"> • Knowledge of the State and National Domestic and Family Violence Practice Standards particularly in relation to working with women, children, and young people. • Understanding of trauma-informed therapeutic counselling and evidence based interventions for working with children and young people affected by Domestic and Family violence. • Understanding of the Domestic and Family Violence Protection Act (2012) and other relevant legislation. • Understanding of the concept and issues involved in family violence for particular groups of people, including Aboriginal and Torres Strait Islander communities, migrants and refugees, 	<ul style="list-style-type: none"> • A good general knowledge of the legal system (e.g., Court process and procedure involved in making an application for a Domestic Violence Protection Order).

	people in same sex relationships, and for people with a disability.	
Skills	<ul style="list-style-type: none"> • Ability to maintain appropriate professional boundaries with clients. • Demonstrated written and verbal interpersonal and communication skills across all levels and contexts. • Demonstrated proactivity in engaging with and supporting diverse backgrounds (Aboriginal & Torres Strait Islander, Culturally and Linguistically Diverse, people with disabilities and people of diverse bodies, genders, and sexualities). • Excellent communication skills both written and verbal. • Excellent time management. • Competent in computer use (Microsoft Office, email, web-based programs) and have the ability to learn new programs and applications. 	

It should be noted that Position Descriptions are under constant review and may be changed at any time.