

CatholicCare NT Role Description

Position Title		Aboriginal Practice Specialist (Mens Behaviour Change)
Position Number		CC2415
Salary		Base Salary SCHADS Level 6 \$102,546 Plus superannuation guarantee, 17.5% leave loading and salary packaging option
EFT		Full time 38 hours per week
Location		Berrimah
Commencement		ASAP
Completion		Ongoing (subject to funding)
Last Reviewed		February 2024

1. Program Description

CatholicCare NT 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 DFV programs include a Men's Behaviour Change Program (MBCP) in Darwin and Wadeye, court support for men who use violence in their relationships (Darwin and Katherine) and a Youth Behaviour Change program in Wurrumiyanga. The primary purpose of these programs is the safety of women and children.

CCNT's MBCP uses an Acceptance and Commitment Therapy (ACTv) framework to underpin delivery. This evidence-based program supports men to develop and maintain respectful attitudes and behaviours within their family and intimate partner relationships. The program is delivered in a group setting with outreach and individual case management where participants are provided with education, support, strategies and referrals to other services.

2. Purpose of the Position

The Aboriginal Practice Specialist provides advice and input to the program's content to align it with Aboriginal culture and ensure it is suitable and engaging for Aboriginal participants. They help and guide other MBCP staff, promote Aboriginal cultural practices, and support healing and personal growth in the program. They also co-facilitate group sessions and work closely with different stakeholders to develop formal and informal relationships across all locations the program is delivered.

3. Organisational Relationships

Exercises a degree of autonomy and reports to Team Leader Men's DFV.

May manage a work area/ medium organisation or multi-worksite organisation.

4. SCHADS Level 6 Characteristics

- Operate under limited direction from senior employees or management and undertake a range of functions for which operational policies, practices and guidelines may need to be developed.

- Scope to influence the operational activities of the organisation and would require incumbent to be involved with establishing operational procedures, which impact upon the organisation and/or the sections of the community served by it.
- Expected to contribute to management of the organisation, assist or prepare budgets, establish procedures and work practices.
- Involved in the formation of programs and work practices and will be required to provide assistance and/or expert advice to other employees.
- May be required to negotiate matters on behalf of the organisation.
- Responsibility for decision-making in the particular work area and the provision of expert advice.
- Provide consultation and assistance relevant to the workplace.
- Set outcomes for the work areas for which they are responsible to achieve the objectives of the organisation.
- May be required to undertake the control and co-ordination of a program, project and/or significant work area, which requires a good understanding of the long-term goals of the organisation.
- Exercise managerial responsibility, work independently as specialists or may be a senior member of a single discipline project team or provide specialist support to a range of programs or activities.
- Positions at this level may be identified by:
 - impact of activities undertaken or achievement of stated outcomes or objectives for the workplace;
 - the level of responsibility for decision-making;
 - the exercise of judgment;
 - delegated authority;
 - and the provision of expert advice.
- Managing time is essential so outcomes can be achieved.
- High level of interpersonal skills is required to resolve organisational issues, negotiate contracts, develop and motivate staff.
- Will be required to understand and implement effective staff management and personnel practices.

5. Key Responsibilities and Performance Standards

5.1 Plan, coordinate and implement activities to support the objectives for the MBCP

- Develop culturally sensitive and appropriate content, including modifying existing content for the MBCP that aligns with program theory and work closely with the DFV Men's Services Team Leader to integrate it into the program.
- Lead and/or co-facilitate group sessions, workshops, and activities that promote self-reflection, healing, and personal growth for Aboriginal participants in an environment where participants can explore and address their behaviours, attitudes and beliefs.
- Educate and mentor other team members on cultural nuances, trauma and the impact of colonisation and cultural disconnection within the context of men using violence in their

relationships, supporting facilitators to be well-equipped to engage with participants in a culturally respectful manner, while holding participants accountable for their behaviours.

- Manage complex cases that require specialised expertise and attention including thorough assessments, developing individualised case plans, assessing and monitoring risk, and referring to additional support services.

5.2 Stakeholder Engagement

- Work closely with Aboriginal community members, elders, and leaders, fostering a sense of ownership and cultural connectedness and ensuring service provision is culturally appropriate and is adapted to the needs of participants and the community.
- Develop and maintain professional relationships with Aboriginal Community Controlled Organisations and relevant government and community-based agencies.
- Work in an integrated fashion with other services at CCNT and Women's Safety Workers who support the program.

5.3 Data Integrity, Reporting and Evaluation

- Enter accurate data and case notes in accordance with program requirements and setting the team standard in holding participants accountable and managing risk.
- Provide timely quantitative and qualitative reports and feedback to the Program Manager and Contracts Team when requested, to meet contractual and organisational requirements.
- Continuously evaluate and improve the program's cultural responsiveness through feedback, data collection, and engagement with Aboriginal participants and communities.
- Interview exiting participants to inform program adjustments and demonstrate impact of the program.

5.4 Participate in Supervision and Evaluation activities by:

- 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

5.5 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.

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

This position is based in a busy, open area office. This position will include some out of hours work, which will be balanced by equivalent time off through the week, so that the total hours per fortnight does not exceed the normal 76 hours. The role will require regular remote travel which could be by unsealed road or light aircraft, with basic accommodation.

8. Selection Criteria

- 1) Prerequisites:
 - I. degree with substantial experience in Social Work, Counselling, Psychology or related field;
 - II. post graduate qualification;
 - III. associate diploma with substantial experience;
 - IV. attained through previous appointments, service and/or study with a combination of experience, expertise and competence sufficient to perform the duties required at this level.
- 2) Demonstrated knowledge of Aboriginal culture, understanding of how domestic and family violence affects Aboriginal people and communities, and capacity to integrate this into program delivery.
- 3) Experience in effectively supporting, educating and mentoring others around cultural knowledge and safety.
- 4) Demonstrated ability to engage with Aboriginal individuals, organisations and communities, preferably in men's behaviour change initiatives or related programs, with an emphasis on cultural healing and empowering participants to make choices for a violence-free life.
- 5) Communication and interpersonal skills that foster respectful relationships among Aboriginal participants, communities, team members, and stakeholders.

Desirable

- 1) Experience in Acceptance and Commitment Therapy
- 2) Graduate Diploma or Graduate Certificate in Men's Family Violence (or equivalent)

9. Special Conditions

- 1) This is an Aboriginal Identified position.
- 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 (IHC) 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.