



POSITION DESCRIPTION

Title:	Co-ordinator – Men’s Behaviour Change Program
Reports to:	Manager – Men and Family Relationships Program
Position Status:	0.6 EFT Part time - Contract 12 months
Dated:	November 2008

OUR HISTORY

Bethany Community Support first opened its doors in May 1868 as the Geelong Female Refuge. It was established to provide refuge and rehabilitation to the poor women of Geelong. As political, social and economic trends changed over the last 140 years, so too have the needs of the community. Over the years, Bethany has responded to those changes and has provided services that have included a babies home, adoption agency, kindergarten, day care service and mothercraft training centre. Bethany is an independent incorporated organisation with no political or religious affiliations. It is governed by a Board of Management drawn from our community. Bethany has a significant presence in the Barwon region and the wider welfare sector. It has a strong history of commitment and provision of high quality and innovative services that build upon individuals and communities strengths to achieve both personal and social change.

OUR WORK

Today, Bethany prides itself on being a key dynamic and diverse human services organisation in the Barwon region. We employ over 80 staff with a budget of over \$5 million and provide services to over 230,000 people living in Geelong and surrounding districts, through our main office in North Geelong and outposted service sites in Norlane, Surf Coast Shire, Colac Otway Shire and Bellarine Peninsula.

Our work is based in the belief that to build a sustainable community it must commence with the people themselves. Bethany learns from the people we work with and together we seek to effect change at individual, collective and political levels.

Bethany aims to build and strengthen communities by the provision of a broad range of prevention, intervention, support and educational services to individuals, children, young people and families based on contemporary research, international best practice models and professional standards.

OUR MISSION

Bethany’s Mission is to support and strengthen communities.

OUR VALUES

- **Openness**
We interact with people in a transparent, honest and respectful manner.
- **Social Justice**
We believe in every person being actively involved in decisions which affect them and their lives.

- **Innovation**
We are committed to creatively and proactively responding to community needs.
- **Collaboration**
We engage in collaborative partnerships and relationships that strengthen community.
- **Wellbeing of staff**
We will be responsible for a professional and supportive environment in which staff can achieve their full potential.
- **Accountability**
We will be accountable for all aspects of the organisation.

POSITION DETAILS

The Men' Behaviour Change Program (MBCP) is one of the service components of the Men and Family Relationships Program. This position reports directly to the Manager, Men and Family Relationships Program reporting to the Executive Manager of Community Support.

The Men and Family Relationships Program provides a generalist suite of services for men including individual counselling, skills training, group support and education to assist men improve and better manage their relationships with their partners, ex partners, children and families. The program also offers Family Relationship Counselling (FRC) and Specialised Family Violence Services (SFVS). Family Relationship Counselling helps individuals, couples, single parent families, carers, and extended family members establish and maintain valued family relationships as well as counselling about the care, welfare and development of children of the relationships, whilst Specialised Family Violence Services provides case management and therapeutic support for women and children who are or who have experienced family violence.

The Men's Behaviour Change Program is an initiative funded by the State Government, through the Department of Human Services under the Integrated Family Violence Services Reform. The program operates in accordance with No To Violence (NTV) Minimum Standards and Quality Practice (2005) for Men's Behaviour Change Programs.

Men's behaviour change groups are for men who have been violent and controlling towards a current or previous partner and are now starting to think about change. In the group, participants engage in processes and practices to take responsibility for their use of violent and controlling behaviour, and to change these behaviours.

The MBCP has a primary focus of holding men accountable for their use of violence against family members and maximising the safety of women and children who are affected by family violence. Women whose partners or ex partners are attending a MBCP are offered support in their own right. To provide this, a Women's Contact Officer (via SFVS) instigates initial contact with female partners/ex partners of the men attending the behaviour change program, to undertake risk assessments, offer support and case management. Regular liaison between the MBCP Coordinator and the SFVS is crucial to the safety provisions of our service.

POSITION OBJECTIVES

The primary objective of the position is to provide educational and peer group experiences for men to cease their use of violence and to explore new ways of relating to their partner/ex partner, children and others (based on non-violence, individual responsibility, equality in relationships, openness and respect).

It aims to: cease or reduce men's use of violence and abuse in the family; to assist men to achieve, sustain, and enhance quality family relationships; manage more effectively emotional and practical issues related to family relationships, including family breakdown or relationship difficulties and improve men's access to relevant family support services.

The three key service components of the program include:

- **Education:** targeting men using group work approaches and the development of appropriate resource materials.
- **Case Management:** Intake and assessment, individual support and case planning
- **Coordination and Promotion:** aimed at increasing community awareness about issues of family violence.

KEY RESPONSIBILITIES

The principal duties of this position are as follows:

- To conduct assessment interviews including comprehensive safety and risk assessments to determine the current and ongoing risks, suitability and service requirements of men who self-refer or are referred by others to attend a program.
- In accordance with No To Violence Standards, coordinated and co-facilitate the Men's Behaviour Change Program group sessions following a structured program.
- To supervise and coordinate the activities of co-facilitators and students in the MBCP.
- To provide individual case management for men who are or who have participated in a MBCP.
- To provide individual counselling to men as appropriate, for issues other than their use of violent and controlling behaviours.
- To maintain client documentation in accordance with appropriate standards and professional requirements and comply with the accurate collection of statistical information.
- Participate in reviewing program performance against defined objectives and undertake annual evaluation of the effectiveness of the MBCP.
- Timely liaison with the Specialised Family Violence Service, to provide interventions that enable men to develop clearer understandings of the impact of their violence on their family relationships, work towards men taking responsibility for their violent behaviour and to ensure the safety and security of women experiencing family violence.
- Participate in organisation and program planning, review and staff development activities.
- In conjunction with other team members, undertake program promotion, presentations, community education, secondary consultation and training activities.
- Actively participate in regular formal supervision with the Manager of the Men and Family Relationships Program.
- To liaise and build effective working relationships with Police, Courts and a range of family violence support services, including the participation in networks and peak bodies in relation to men who use violence.
- To positively and professionally promote and represent the organisation internally and externally in a range of forums and meetings across the sector and with key stakeholders.
- To work within the policies and procedures of Bethany Community Support.
- A commitment to the values and principles of Bethany Community Support.
- Support and participate in the Agency's continuous quality improvement process

KEY SELECTION CRITERIA

1. An approved and relevant 4 year tertiary qualification in social work, psychology, or Behavioural Science combined with counselling and group work experience, particularly experience in working with men.
2. Preferable or willingness to complete a Graduate Certificate of Social Science (Male Family Violence- Group Facilitation) or a commitment to undertake 100 hours co-facilitation in a Men's Behaviour Change Program; then completion of the Graduate Certificate of Social Science.

3. Clear knowledge and understanding of the theory, causes and practice as it relates to working with men who use violence towards their partner and children, such as privilege, power and control with a gendered analysis, including an understanding of the values and philosophy underpinning men's behaviour change programs.
4. Knowledge and understanding of issues facing men reflected in professional practice, including: family separation, parenting, identity and the maintenance of positive family relationships.
5. Ability to demonstrate culturally appropriate practice in relation to family violence, inclusive of the needs of Indigenous and CALD communities.
6. Excellent interpersonal skills, including well developed observational, conceptual and analytical skills and experience in group work facilitation
7. Highly developed communication skills including written mediums to provide reports and assessments.
8. Demonstrated ability to work co-operatively and effectively as a member of a multidisciplinary team and across teams, programs and other services to enhance client care.
9. Ability to represent the organisation within this role and to liaise effectively with a range of professionals, police, courts, family violence services and other relevant providers.
10. Good organizational skills with ability to set own priorities, work at times unsupervised, and contribute to team orientated approach.
11. Competent in the use of computer technology such as data bases, Microsoft PowerPoint, Excel and Word.
12. Mandatory - A current full Driver's licence is essential.

REPORTING & ACCOUNTABILITY

- Actively participate in regular formal supervision with the Manager, Men and Family Relationships Program.
- Attend agency and program meetings as required.
- Maintain accurate client records in line with Agency standards and procedures, and collect complete accurate data as required by the Agency and the Department of Human Services.
- Participate in annual individual staff performance appraisal.

SALARY & CONDITIONS

This position is a fixed term contract 12 months, after this period the position is likely to extend beyond the end of the fixed term, subject to available government funding and successful performance reviews.

The position is based on the Social and Community Services Award, Social Worker, Class 3, Year 1 – 3 depending upon qualifications and experience.

Other employment conditions as per the Bethany Community Support Enterprise Agreement (1998). Salary packaging is available in accordance with Government guidelines for public benevolent institutions.

Hours of employment are based on a 45.6 hour fortnight, worked generally as Tuesday 9 – 5pm, Wednesday and Thursday from 12.00 to 8pm, however may be negotiated with the preferred applicant.

A three-month probationary period will commence upon appointment and a review will be conducted at the conclusion of this period.

FURTHER INFORMATION:

Contact: Helen Bolton
Executive Manager – Community Support
Ph: (03) 5278 8122

For further information on the No to Violence Standards please refer to:

<http://www.ntv.org.au/pages/men-s-behaviour-change/standards-of-practice.php>

APPLICATIONS FORWARDED TO:

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Bethany Community Support
1 Gibb Street
NORTH GEELONG 3215
hbolton@bethany.org.au

APPLICATIONS CLOSE: Monday, 24th November 2008

The successful applicant will be required to provide a current police check.