

# Position Description

<b>TITLE OF POSITION:</b>	<b>PRACTICE DEVELOPMENT OFFICER</b>	
<b>POSITION TYPE:</b>	<b>FULL TIME for 13 (thirteen) MONTHS June 2021 – end June 2022</b>	
<b>TEAM:</b>	<b>NSW Sector Development Team</b>	
<b>REPORTS TO:</b>	<b>NSW Sector Development Manager</b>	
<b>LOCATION:</b>	<b>Sydney</b>	<b>Regional and interstate travel may be required from time to time.</b>
<b>DATE ESTABLISHED:</b>	<b>July 2020</b>	

## ABOUT NO TO VIOLENCE

No to Violence works to bring about the changes our community needs to eliminate men's use of family violence. For over 25 years, we have been working directly with men who use family violence to support them to change. Our expertise in their behaviour, attitudes and choices has enabled us to develop standards, programs and training, lead policy development, and fulfil our role as the largest peak body for organisations and individuals working with men to end family violence in Australia. We provide telephone counselling, information and referrals every day for men in Victoria, New South Wales and Tasmania. As a pro-feminist organisation, at the centre of our work is the safety of women and children, as by ending men's violence families can have happier, safer and more fulfilled lives.

## PURPOSE OF THE POSITION

The Practice Development Officer is responsible for leading a workforce capacity building project across the NSW *Men's Behaviour Change Network* (MBCN). The project scope and agreed deliverables are undertaken in consultation with NTV staff and key stakeholders; the MBCN; Education Centre Against Violence (ECAV) and Dept. of Communities and Justice (DCJ) Women NSW. The project builds new and strengthens existing capacity within the sector to meet increased demand on MBCP services due to COVID-19 and other pressures on the sector.

This project will work directly with NSW MBCP providers to support recruitment and retention of staff and provide mentoring opportunities to the key staff in the sector to support the expansion of programs across NSW. Provisionally Registered MBCP programs will receive support to establish MBCPs and work to meet the requirements of their registration with Dept. of Communities and Justice.

The Practice Development Officer will coordinate yarns with Aboriginal Community Controlled Organisations interested in becoming registered to deliver MBCPs in NSW, and other communities of practice and forums to support specific cohorts of the workforce.

## KEY RESULT AREAS

KEY AREA:	KEY ROLES AND RESPONSIBILITIES
<b><i>Practice Development / Sector Support</i></b>	<ul style="list-style-type: none"> <li>Work with the NSW Sector Development Manager to support the growth of the MBCN and expansion of programs across the state</li> <li>Review/contribute to NSW MBC policy and/or practice documents as required</li> <li>Provide mentoring to MBCP providers on recruitment, retention and development of staff.</li> </ul>

# Position Description

KEY RESULT AREAS	
KEY AREA:	KEY ROLES AND RESPONSIBILITIES
	<ul style="list-style-type: none"> <li>Prepare briefings and reports to NSW Manager and Head of Sector Development</li> <li>Provide outreach 1on1 mentoring and practice support for provisional providers</li> <li>Contribute to the coordination of the National drop-in and draft monthly practice bulletins</li> <li>Support implementation of the Risk, Safety and Support Framework</li> </ul>
<b>Stakeholder Engagement</b>	<ul style="list-style-type: none"> <li>Coordinate and facilitate Communities of Practice (CoP) and forums for practitioners working with male perpetrators of family violence.</li> <li>Contribute to NTV practice development priorities in consultation with members and other key stakeholders.</li> <li>Represent NTV and its members on relevant reference, advisory and working groups etc. relevant to the project</li> </ul>

KEY SELECTION CRITERIA
<p><b>ESSENTIAL:</b></p> <ul style="list-style-type: none"> <li>Qualification in social work, psychology, or relevant discipline and experience within the male family violence sector</li> <li>Experience in clinical practice within the specialist family violence sector and Men's Behaviour Change Programs in NSW</li> <li>Comprehensive understanding of the dynamics and impacts of family violence and intervention and/or prevention initiatives</li> <li>Excellent interpersonal and communication skills, including presentation and group facilitation skills</li> <li>Demonstrated capacity to deliver work requirements within tight timeframes</li> <li>Demonstrated ability to work independently and collaboratively as part of a small team.</li> <li>Commitment to NTV's values and culture</li> <li>Professional and ethical approach and high level of experience in handling sensitive and confidential information in an appropriate manner.</li> </ul> <p><b>DESIRABLE:</b></p> <ul style="list-style-type: none"> <li>Graduate qualification in Men's Family Violence</li> <li>Well-developed skills in practice content development</li> <li>Experience providing clinical supervision to workers in the family violence sector</li> </ul>

SKILLS, KNOWLEDGE AND EXPERIENCE:	
Technical skills	<ul style="list-style-type: none"><li>▪ Experience of facilitating MBCPs</li><li>▪ High level presentation and communication skills</li></ul>
Professional Knowledge	<ul style="list-style-type: none"><li>▪ A thorough understanding of the family violence sector</li><li>▪ A comprehensive, in-depth knowledge of the theoretical frameworks associated with family violence sector practice</li><li>▪ Comprehensive knowledge of risk assessment and response practice in working with men who use family violence</li><li>▪ Evidence-based practice knowledge of family violence, perpetrator engagement, trauma informed practice and behaviour change.</li></ul>

# Position Description

## SKILLS, KNOWLEDGE AND EXPERIENCE:

<i>Computer Skills</i>	<ul style="list-style-type: none"><li>Experienced and competent user of MS Office Suite</li></ul>
<i>Attributes</i>	<ul style="list-style-type: none"><li>Empathetic, culturally aware approach</li><li>Proactive, solution-focused approach</li><li>Ability to use good judgement to make decisions according to level of authority, escalating issues as appropriate</li><li>Receptive to support, on-going knowledge and skill development.</li></ul>

## OTHER REQUIREMENTS

- Legal entitlement to work in Australia
- Current Australian police check (international where applicable), and Victorian Working with Children Check.

---

Signature of Job Holder

---

Date signed