








## Role description

Role Title	Behaviour Change Facilitator
Team	Responsible Men
Location	Slacks Creek
Classification Level	5
Reports to	Program Manager

**Our Vision** - Building independence and participation.

**Our Purpose** - YFS backs people to overcome adversity and to thrive.

- Our Values** -
-  **Excellence** - we deliver high quality services and have high expectations
  -  **Integrity** - we act honestly and openly
  -  **Optimism** - we think and act with confidence about people and the future
  -  **Steadfastness** - we persist to overcome barriers and adversity with our clients
  -  **Courage** - we challenge ourselves and others to create change



YFS has a long history of working with and empowering First Nations peoples. The [YFS Cultural Framework](#) sets out our continuing commitment and the actions we will take as a community member, a service provider and an employer to back First Nations peoples to achieve their aspirations and thrive

YFS is committed to promoting a unified, harmonious, safe and inclusive community. We recognise that all types of diversities deepen and enrich our community and provide an invaluable asset for our future.

*We pride ourselves on ensuring our services and work environments are safe, inclusive, welcoming and accessible for all, regardless of ethnicity, gender, gender identity and expression, sexual orientation, disability, or religion.*

## Primary purpose

The Behaviour Change Facilitator primarily works in a group setting with men who use domestic and family violence to provide intervention, through critical dialogue within the group process. The facilitator will prioritise risk management and support men's engagement with the program through individual appointments and limited case management support as required. The role will respond to inquiries to the program and conduct referral assessments for program suitability.

## Key accountabilities

### Service delivery

- Co-facilitate men's intervention groups within our program logic and practice framework.
- Complete intake and risk assessments of suitability, and orientation and progress interviews, for men referred to the Responsible Men program with a clear focus on the safety of women and children, upheld through perpetrator accountability with attitudinal and behavioural change.
- Work with men using trauma-informed approaches, motivational interviewing and critical dialogue principles, to promote critical reflection on men's use of violence and encourage a man's willingness to take responsibility for making changes.
- Provide information about and referrals for other related issues, such as mental health, and drug and alcohol, parenting, financial, employment support, legal, and other counselling needs-
- Participate in weekly risk meetings and provide information regarding progress of the group, on-going assessment of risk and safety, risk management and development and review of intervention plans for the men.
- When required, attend Beenleigh Magistrates Court and provide male respondents who attend for domestic violence with information on court processes, domestic violence orders and conditions, and the Responsible Men program.

### External relationships

- Build and foster collaborative partnerships with other agencies and stakeholders to provide and maintain effective, accountable services for clients, and report on developments.
- Build a network of contacts in other relevant organisations and ensure YFS's image and reputation is maintained.
- Work effectively with the Logan High Risk Team (HRT) to help deliver an integrated response to domestic and family violence that is demonstrated by clear and consistent referral pathways, protocols and joint local initiatives.

### Leadership and values

- Apply YFS values, ethics, policies and procedures across all work practices. Contribute to the resolution of work-related matters by being honest, approachable and responsive.
- Contribute to continuous improvement of risk assessment, service delivery, operational guidelines, and organisational policies and procedures. Support the implementation of change and best practices.
- Participate in program service evaluations and organisational reviews and contribute to the implementation of outcomes.

### Teamwork and collaboration

- Contribute to developing a cohesive team by participating in meetings, scheduled activities and team processes. Share information, communicate and present ideas in team meetings.
- Work with other team members to implement new and/or adapt existing work methods to improve service delivery. Identify and respond to changing needs of clients and/or YFS.
- Provide peer support for reflective briefing and practice support to Behaviour Change Facilitators (Emerging) when required.

## Professional accountability

- Use YFS and partner information and resources accountably.
- Undertake work in accordance with team standards and YFS policies, protocols, and procedures, including workplace health and safety, risk management, and relevant legislative requirements.
- Work within the standards and principles of a Child Safe Organisation.

## Problem solving and decision making

- Identify and resolve problems and contribute to improving working processes and procedures to improve service delivery to clients.

## Administration

- Enter data, maintain records and complete documents in line with YFS document management and record keeping procedures.
- Prepare relevant reports to external agencies as required.

## Cultural respect

- Acknowledge the history and ongoing impacts that Aboriginal and Torres Strait Islander people experience
- Deliver services that are person and community centred for Aboriginal and Torres Strait Islanders and people from diverse cultural backgrounds.

## Relevant skills, knowledge and experience

### Experience and qualifications

- Relevant tertiary qualifications (Degree in relevant discipline) and/or experience are essential.
- Completed specialist evidence-based perpetrator intervention training is desirable or prepared to undertake such training.
- Possess Senior Facilitator requirements as outlined in the *Perpetrator Intervention Services Requirements* or working towards this.

### Knowledge and experience specific to the role

- Demonstrated experience in perpetrator intervention and group facilitation.
- Demonstrated experience in working with men using domestic and family violence, or other complex needs. Demonstrated knowledge and understanding of the issues affecting women and children who are experiencing or have experienced domestic and family violence.
- Demonstrated knowledge in risk assessment and motivational interviewing.
- Demonstrated knowledge of the *Domestic and Family Violence Protection Act 2012* and knowledge of court and legislative proceedings as they relate to the Act.
- Work within *Domestic and Family Violence Services Practice Principles, Standards and Guidance*.
- Demonstrated understanding and evidence in practice of the gendered nature of domestic and family violence.
- Demonstrated effective interpersonal and communication skills (verbal and written) with a wide range of stakeholders including service consumers, community organisations, government bodies and the wider community.

- Demonstrated ability to engage in critical self-reflection and engage in accountable practice within a pro-feminist framework.
  - Demonstrated organisational skills to plan and prioritise work efficiently and effectively, and to manage competing demands and priorities.
  - Refer to the level 5 competencies in the Social, Community, Home Care and Disability Services Industry Award.
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### Other role requirements

- Work a minimum of two afternoon shifts per week from 12.00-8.30pm to co-facilitate groups
  - Work out of hours when required to respond to client needs and group needs
  - Current Queensland C Class driver licence
  - Current First Aid Certificate, or ability to obtain
  - Current Positive Notice Blue Card
  - Current National Police Check.
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### Additional information

An employee may be directed to carry out such duties as are within the limits of the employee's skill, competence and training. All employees are required to observe YFS' policies and procedures. Employment in the position will be subject to an annual performance plan and review, with initial appointment subject to a probationary period of five months.