

Team	Co-Location and Co-Response
Location	Statewide, including: Townsville, Arthur Gorrie, Lockyer Valley and Maryborough Correctional Centres (subject to change)
Classification Level	6
Reports to	Program Manager – Co-Location and Co-Response

Your Story. Our Commitment.

At YFS, our teams show up every day, listening deeply and responding with care. People feel seen, heard, and genuinely supported because our staff bring unwavering commitment, walking alongside them to honour their stories and help shape their futures.

Our Values



Excellence – We don't just deliver services – we create meaningful impact



Integrity – We act with honesty, transparency and respect



Optimism – We see possibility where others see barriers



Steadfastness – We walk alongside our communities with determination, grit, and care



Courage – We challenge systems, policies, and practices that create inequity

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 Facilitator will co-facilitate the Diffuse program across four Correctional Centres as per the QCS Program Delivery Schedule.

Diffuse is a psychoeducational program which consists of seven, two-hour sessions designed for incarcerated and non-incarcerated individuals. The program seeks to address the definition of domestic and family violence and provide an opportunity for reflection on relationship experiences and exploring what is and is not healthy. The program uses strengths-based and trauma-informed practices that provide resources, tools, and information to participants.

Each module is a building block in promoting positive and sustainable relationship connections.

Key accountabilities

Service delivery

- Co-facilitate the Diffuse program in line with the approved program manual, QCS requirements and the Program Delivery Schedule across nominated Correctional Centres.
- Provide a culturally safe, strengths-based and trauma-informed group environment, supporting participant engagement, reflection and learning while maintaining appropriate professional boundaries.
- Assess and manage group dynamics and risk, including responding to disclosures and escalating concerns in accordance with safeguarding obligations, organisational policy, and QCS procedures.
- Participate in regular feedback meetings with QCS to provide progress of the group, on-going assessment of risk, risk management, feedback on program delivery and program content, program fidelity and other relevant information.

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.
- Develop working relationships with QCS Officers and other key personnel in Correctional Centres and QCS Headquarters that increases confidence and trust in YFS' delivery of Diffuse.

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.
- 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 co-facilitators when required.

Professional accountability

- Ensure confidentiality of the Diffuse Facilitator Guide and relevant materials, QCS processes and information and participants information received for the purpose of delivering Diffuse.
- Declare any conflicts of interest.
- 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 safeguarding children and vulnerable adults. YFS Ltd. has a zero tolerance of physical and sexual abuse, including grooming behaviours, and all allegations and safety concerns will be treated very seriously and consistently as per our Safeguarding Framework, policies, procedures and legal duties.

Problem solving and decision making

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

Administration

- Complete required internal and external reports, Diffuse program administration including attendance sheets, end of session and end of group questionnaires.
- Enter data, maintain records and complete documents in line with YFS document management and record keeping procedures.

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.

Knowledge and experience specific to the role

- Demonstrated experience in delivering psychoeducation and group facilitation.
- Advanced experience in working with men using domestic and family violence.
- Deep understanding and evidence in practice of the gendered nature of domestic and family violence.
- Deep understanding of the impact of domestic and family violence and abuse on victim-survivors including the impact on children, attachment and parenting.
- Advanced knowledge in risk assessment.
- Advanced 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.
- Advanced effective interpersonal and communication skills (verbal and written) with 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 6 competencies in the Social, Community, Home Care and Disability Services Industry Award.

Other role requirements

- Travel to four Corrections Centres is required, this includes overnight travel for a period of up to 4 days.
 - Flexibility to work across a roster to deliver Diffuse in line with the program delivery schedule.
 - Complete and maintain currency of QCS custodial awareness training, Form 27(a), criminal history check and centre inductions.
 - 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.