



# Womens Safety Services of Central Australia

*Our Vision: Greater Safety, Respect and Dignity for all Women and their Children in Central Australia*

Position:	Women's Safety Worker (MBCP) Team Leader
Reports to:	Outreach Manager
Remuneration:	Level 6.1-6.3 SCHADS Industry Award 2010 Generous package including 6 weeks annual leave and salary sacrifice
Term:	Two years

Womens Safety Services of Central Australia (WoSSCA) is a not-for-profit, non-government organisation that operates on a feminist framework and is committed to assisting and enabling women and children experiencing domestic and family violence. WoSSCA provides several services which include; 24-hour Crisis Accommodation, Urban and Remote Outreach services, Court Support, Men's Behaviour Change Partner Support worker and Community Development and Training.

## **Function:**

The Team Leader - provides leadership and support in the delivery of services to women and children while engaged with the Men's Behaviour Change Partner Support Team. The Team Leader is responsible for ensuring the day-to-day service provision to WoSSCA clients is timely and coordinated. The position will provide oversight of daily activities such as case work, assessments, safety planning and case management support as well as facilitate access to a range of services for WoSSCA clients. The Team Leader will also provide supervision to Case Workers and Case Support Worker within the Men's Behaviour Changes Program and contribute to the practices within the organisation.

This position will work in accordance with the philosophy, mission, values and policies of Womens Safety Services of Central Australia.

## **Duties and Responsibilities:**

- Support and supervise employees in the Men's Behaviour Change Partner Support Team providing a safe and positive working environment.
- Ensure all case and project work is completed in a timely manner and to a high standard in accordance with WoSSCA values, policies and procedures.
- Facilitate regular team meetings and case discussions and ensure staff engage in skills development and training.
- Assess, respond to and allocate referrals in a timely manner with a focus on client safety.
- Ensure clients are provided the right level of support and information about Domestic and Family violence and are assisted to meet their safety and security needs.
- Provide oversight in developing safety and support plans to address women's immediate & longer-term support needs from a strength based, trauma informed perspective.
- Work collaboratively with government and non-government agencies to achieve best outcomes for WoSSCA clients.
- Provide case management support to the female partners of men attending the Men's Behaviour Change group as per the Minimum Standards and liaise with Tangentyere and Jesuits
- Provide assertive outreach to women experiencing domestic and family violence, including home visits in community and town camps.

- Provide support and information about domestic and family violence and sexual violence and ensure women are assisted to meet their safety needs. Together with clients, develop safety and case management plans to address women's immediate and long-term support needs that aims to reduce their risk of domestic and family violence and sexual violence.
- Maintain accurate and thorough written records including case notes, meeting and supervision notes, interagency communications etc.
- Work closely and collaboratively with WoSSCA staff and management to achieve best outcomes for all WoSSCA clients.
- Participate in WoSSCA Leadership Team meetings, Policy and Procedure Committee and other relevant strategic meetings as a representative of WoSSCA, including the Family Safety Meeting
- Manage staff performance improvement via informal and formal processes in collaboration with the Outreach Manager
- Lead, or contribute to policy and procedure development
- Collect, process and maintain precise statistical client data.
- Adhere to all WoSSCA policy and procedure including all WHS processes.
- Perform other reasonable duties as directed by the Manager or CEO.

**Selection Criteria:**

1. A tertiary qualification in Social Work, Psychology, community services or a related discipline and/or demonstrated extensive experience within the community services sector especially in the area of domestic and family violence.
2. Demonstrated experience in leadership and/or management.
3. Excellent verbal and written communication skills including experience in report writing and ability to contribute to policy and procedure development.
4. Experience in working with women in crisis and understanding of crisis intervention and crisis decision making as well as in advocacy and inter-service liaison including knowledge of local services and resources
5. Sound understanding of theories and practice in areas of Gendered Violence, Strength Based approaches and Trauma Informed practice.
6. A working understanding of client confidentiality and privacy.
7. Demonstrated experience in working cross-culturally, with an understanding of cultural safety and its application in service delivery.
8. Demonstrated ability to work under pressure, organise and plan to effectively manage a complex working environment and ability to respond to matters within a specified time frame.
9. Ability to perform a range of support duties and exercise initiative while using discretion and sound judgment to enable clients to explore and identify their needs.
10. Excellent interpersonal skills including positive communication, conflict resolution and ability to work collaboratively within the WoSSCA as well as other agencies.
11. High level computer literacy.
12. Experience in advocacy and inter-service liaison and a broad knowledge of local services and resources.
13. Ability to adhere to all WoSSCA policy and procedures as well as working in accordance to the ethics, mission and vision of the organisation.



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## **Mandatory requirements:**

- A National Police Criminal History check (less than 3 months Old) with acceptable outcome.
- Northern Territory Working with Children Clearance (Ochre Card).
- Current NT Driver's Licence.
- Current First Aid Certificate or willingness to obtain one.

## **Compliance/Policies/Procedures:**

This position will work under the policies and procedures of WoSSCA and in accordance with ethics, mission statement and vision of the organisation as the employer. It will also meet the relevant policy and legislative requirements of the funding body and the government.

WoSSCA programs are largely funded through government grants and a close relationship exists between the organisation and relevant government departments. Therefore, an appreciation and understanding of relevant government policies, initiatives and their applications is necessary to the success of the organisation.

Endorsed by Larissa Ellis CEO  
21 September 2023