



POSITION DESCRIPTION

POSITION:	Family Violence Counsellor (0.2FTE)
EMPLOYER:	Migrant Information Centre (Eastern Melbourne) (MIC)
SALARY RANGE:	Social, Community, Home Care and Disability Services Industry (SCHCDSI) Award 2010 Classification Level 5
CONTACT PERSON:	Jessica Bishop
CLOSING DATE:	11.59pm, Sunday 26 th November 2023
Send Application To:	Jessica Bishop Email: mic@miceastmelb.com.au

Applicants must address the key selection criteria in writing

1. Overview

The Migrant Information Centre (Eastern Melbourne) (MIC) is seeking an experienced counsellor to work in our Specialist Family Violence Counselling Program.

The role includes providing counselling for women from culturally and linguistically diverse (CALD) backgrounds who are at risk of, have experienced or are experiencing family violence residing in the eastern suburbs of Melbourne. The successful applicant will also be responsible for facilitating therapeutic group programs for CALD women and work with the MIC Family Violence Team to support MARAM alignment across the organisation. There may also be opportunities to engage in advocacy with CALD women experiencing or at risk of family violence.

2. Background

MIC provides support to people from culturally and linguistically diverse backgrounds residing in the eastern suburbs of Melbourne. The region covers the Local Government Areas of Boroondara, Knox, Manningham, Maroondah, Monash, Whitehorse and Yarra Ranges. The MIC is governed by a Board of Directors.

The MIC's objectives are:

- provide poverty support and emergency relief programs to CALD families and individuals
- to deliver post arrival services relevant to new migrants and refugees in the Eastern Region, as to ensure effective local settlement and orientation;

- enhance direct provision of settlement services to migrants in the Eastern Melbourne Region (the region);
- provide a primary focus for settlement planning, coordination and delivery in the region, with the objective of ensuring effective and culturally sensitive service provision to CALD individuals, families and communities by mainstream agencies;
- enhance existing links with and between a range of service providing agencies in the region;
- identify service gaps and/or shortfalls in relation to individuals and families from CALD backgrounds by mainstream agencies within the region and to provide advice and assistance related to appropriate service delivery in the development of new, alternative or additional services for people from CALD backgrounds to bridge gaps and shortfalls;
- assess duplication of service within all areas of migrant settlement and to facilitate an effective network grid for the minimisation of duplicate services;
- provide support and assistance to CALD community leaders and groups in the region, including auspicing groups where appropriate to undertake activities that reflect the values and objects of the MIC, where they do not have the means to apply for funding or facilitate activities on their own.
- investigate technology-based solutions for the provision of information on services available within the region to the wider community; and
- carry on any other activity which in the opinion of the majority of the Board of Directors would comprise the spirit and intent of the Board.

3. Position Context

Working within the MIC Family Violence Team, the Specialist Family Violence Counselling Program provides one to one counselling services and therapeutic group programs for women from CALD backgrounds who have experienced are experiencing or who are at risk of experiencing family violence.

The position aims to empower women, assist understanding of the gendered nature of violence and its impact and support women to recognise that responsibility for violence lies with the perpetrator. The counselling will support women to recognise their strengths and resources and enable exploration of strategies to ensure safety including that of any children.

The groups will provide therapeutic and educational programs that are time-limited to address the impact of violence and provide an educational component on its causes, complexity and consequences with a focus on the women's and children's safety.

Alongside therapeutic support, the position includes some casework and advocacy, including information, advice and support as well as referral to family violence and other support services.

The MIC works within the MARAM framework and the successful candidate will be required to understand and follow the framework, including completing MARAM training, as well working within the MIC Family Violence team to support the organisation to align to the MARAM.

The objectives of the program are:

- To support women and children from CALD backgrounds who risk being unsafe in the family environment helping them to identify and pursue options to protect their safety.
- To assist women and children from a CALD background to recover from experiences of family violence, helping them to identify and pursue opportunities for positive and lasting change.
- To reduce isolation and improve social networks for women and children from a CALD background who have experienced, are experiencing or are at risk of experiencing family violence.

4. Key Performance Areas

- Provide non-directive, and non-judgemental one to one counselling to women from CALD backgrounds who have experienced, are experiencing or are at risk of experiencing family violence.
- Provide referral, information and advocacy for clients to access other support services where appropriate.
- Develop and facilitate therapeutic and educational programs through groupwork for CALD women.
- Liaise and network with other agencies and professionals involved in the delivery of support services for women who are experiencing, at risk of or have experienced family violence.
- Work within the MIC Family Violence team to support the organisation to better align to the MARAM framework across all programs and services.
- Actively participate in meetings, evaluation sessions and planning sessions, as scheduled.
- Participate in annual organisational self-assessment requirements.
- Comply with funding body expectations, and undertake varied administrative duties, including monthly reporting requirements.

5. Key Selection Criteria

- Tertiary qualifications in Social Work or Psychology (or equivalent) with counselling training and experience in working with women who at risk of, are experiencing or have experienced family violence.
- Demonstrated experience or a willingness to deliver counselling services to people from a culturally and linguistically diverse background and in particular those from a refugee background.

- Demonstrated knowledge and understanding of issues affecting women from a CALD background who are experiencing, at risk of or have experienced family violence.
- Demonstrated experience in developing and delivering counselling and therapeutic group programs to meet the needs of women who are experiencing, at risk of or who have experienced family violence.
- Demonstrated experience in developing and maintaining effective partnerships across both the government and community sectors.
- Demonstrated completion of MARAM training and thorough understanding of the MARAM framework.
- Excellent communication and interpersonal skills.
- Excellent organisational and time management skills.

6. Position dimensions

- Position reports to the Migrant Information Centre (Eastern Melbourne) Senior Project Officer.
- The position is located in Box Hill (some remote work options available).
- A three-month probation period applies.
- An individual employment contract including the hours of work will be negotiated with the successful applicant. Normal hours of work are 7.5 hours per week with time in lieu provision for work outside normal hours.
- Salary packaging options are available.

To apply for the position, please address all Key Selection Criteria and send this, along with your resume and two professional referees to Jessica Bishop at mic@miceastmelb.com.au by 11.59pm on Sunday 26th November 2023.

For more information about the role, please contact Jessica Bishop or Judy McDougall at MIC on 03 9285 4888.