



Family Support Newcastle
your family, our community

Information Package

Men's Family and Group Worker

Copy of Advertisement

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FSN - An Overview

Position Description

Selection Criteria

Men's Family and Group Worker

26 hrs pw Level 4 SCHADS award

Do you care about men improving their relationships with partners and children?

We are seeking applications from men who have excellent skills in engaging with men and families from a range of backgrounds. The person we seek will have values consistent with a gendered understanding of power and relationships. The main responsibilities are family work and group work.

You will be part of a dynamic, creative organisation offering flexible employment and above-award conditions.

We encourage people of Aboriginal or Culturally and Linguistically Diverse backgrounds to apply.

FSN is an EEO employer.

FSN considers being a man as a genuine occupational qualification for this position under s.31 of the Anti-Discrimination Act 1977 (NSW).

The information package is on our website: www.nfss.org.au; email shellier@nfss.org.au or call 4926 3577 for further information. **You must address the selection criteria to be considered for the position.**

Closing date: 5pm Friday 25 June 2021

Selection Process and Application Details

The Child Protection (Working with Children) Act 2012 specifies that before FSN can employ you in this position you will be required to have clearance to work with children from the Working with Children Check.

FSN will also require you to sign a declaration that you have not been charged with or convicted of any action that could be considered to make you unsuitable to work with children or vulnerable adults.

Applicants will be selected for interview on the basis of how well their applications address the selection criteria. When the position has been filled an eligibility list may also be created.

Application Details

To apply please submit a written application **addressing the selection criteria** and email to:

shellier@nfss.org.au

Please Note: For your application to be considered you must address the selection criteria for the position, include your CV and phone contact for at least two referees. Referees from your most recent positions are preferred.

Applications close 5pm, Friday 25 June 2021

FSN - An Overview

Family Support Newcastle (FSN) has operated since 1979 to assist families with children in their care.

The service operates within a philosophy of empowerment through participation in decision making. This philosophy informs all aspects of the service. Clients are represented on the Board of Management and are encouraged to participate in decision making about the service.

We strive to be open and accountable at all levels. We encourage families to ask questions about the running of the service and to contribute their ideas.

This philosophy also influences the process of decision-making and model of leadership. It involves consultation, honesty, vulnerability, openness and reciprocity between families and workers and between staff members.

We are strongly influenced by feminist thinking that recognises an imbalance of power between men and women. This has resulted from oppressive social structures that force men and women into particular roles. These roles result in men having the public and influential voice, and women the domestic voice. These positions are false and antagonistic. The objectification of women and gendered violence are two significant and harmful outcomes. Both men and women have much to gain from addressing this inequality.

We note that for Aboriginal men and women, this intersects with the impact of colonisation in separating Aboriginal people from their lore, language and culture. The cultural oppression has disempowered both men and women.

The organisation currently operates six projects from two locations in the Newcastle area. We receive approximately \$1.8m in funding from Federal and State funding providers. Services that we provide include domestic violence services, specific services for fathers and as well as services for families with children.

Over the past 20 years we have actively worked to improve our ability to provide culturally appropriate and effective services to Aboriginal families. We recognise that we are still in the early stages of the journey.

Our Mission

Family Support Newcastle promotes healthy, resilient children and young people growing in flourishing families in just and strong communities.

We contribute by providing services which promote the well-being of children and their families, individuals, and communities. We particularly aim to reach those who experience ongoing hardship.

We provide services that include:

- Counselling and individual assistance either in the home or at a centre
- Support to families, with a child centred focus
- Therapeutic group programs with associated child development activities
- Supported playtime activities
- Support to women leaving domestic violence.

We aim to work in ways that are mutually beneficial to families, staff and the whole community and that encourage participation of families and staff in decision making. Our work is built on a strong social justice foundation.

Our Values

The safety and wellbeing of children and families are at the centre of everything we do

Integrity

Justice

Diversity

Generosity

Our commitment to Aboriginal People

We acknowledge the history of invasion and subsequent colonisation of this country and the impact this has had on its peoples.

We acknowledge that this is, always has been, and always will be Aboriginal land.

Our commitment is to:

- Provide a respectful, safe and welcoming environment for Aboriginal and Torres Strait Islander peoples.
- Provide services appropriate to Aboriginal and Torres Strait Islander peoples in consultation with Aboriginal and Torres Strait Islander peoples and Aboriginal agencies.
- Proudly and visibly support Aboriginal and Torres Strait Islander rights and openly challenge racism in ourselves and others.
- Develop Aboriginal cultural competence.
- Respectfully learn from Aboriginal and Torres Strait Islander peoples, recognising that this is a life long journey.

We have processes in place to regularly and openly measure and review our effectiveness in implementing this commitment.

Position Description FaRS Men's Family and Group Worker

Reports to	Team	Location	Position Status	Remuneration
Team Leader	Family Relationships Skills Program (FRSP)	Lambton	Permanent Part Time	Level 4 Pay point 1 -4

PURPOSE

Family Relationship Skills Project funded by the Australian Government.

The worker will participate in a team that brings creativity, enthusiasm and optimism to the work. Through direct work with families and collaborative working relationships with external agencies they will ensure that FSN provides excellent services that make a significant difference to the lives of all family members.

The service has significant emphasis on the provision of services to families experiencing ongoing hardship. The role requires a solid understanding of and ability to work with the issues that confront families who are disadvantaged.

OVERVIEW

This position is responsible for:

Service Delivery

Provide services in a manner consistent with FSN Organisation Practice Model.

Family Relationship Skills Project

- Research plan, organise, implement and evaluate a minimum of two group programs per school term in partnership with other agencies across nominated geographic regions
- Provide programs that cover a range of content areas relevant to family life and parenting and use of a variety of group work styles
- Provide a written report for each group
- Assist in the evaluation of the project as per funding requirements.

SPECIFIC TASKS

Team Participation & Work Management

Attend and participate in team meetings as required

Contribute to the ongoing development of a dynamic, creative and cohesive team with solid, equitable and honest relationships

Ensure that FSN philosophy, values and model are implemented

Use supervision, professional development and FSN performance accountability processes to enhance outcomes for families.

Relationships

Ensure that your working relationships are based on equality between all team members Liaise professionally with other relevant government and non-government services Work collaboratively with other agencies in delivering services

Establish therapeutic relationships with client families that value the expertise and experience of the family.

Program Outcomes

Contribute to the development of appropriate planning and accountability processes

Contribute to the development of evaluative processes as required

Collect program data and contribute to using the data to improve the service to families and to develop more efficient and effective practices.

FSN EXPECTATIONS

1. Work to promote the vision and mission of the organisation
2. Work within the philosophy and values of the organisation
3. Abide by the Code of Behaviour, confidentiality and all policies and procedures of the organisation. Comply with all statutory provisions applicable to the position and the organisation
4. Implement the FSN commitment to Aboriginal and Torres Strait Islander People
5. Participate as an active member of the FSN team assisting in other appropriate tasks and activities, working consultatively and co-operatively with other staff, and if required, volunteers and management committee members
6. Contribute to the maintenance of an organised, safe and inviting work environment
7. Attend and participate in scheduled meetings and staff development activities
8. Ensure that your working relationships are based on equality between all team members
9. Liaise professionally with other relevant government and non-government services
10. Establish respectful, genuine relationships with client families where appropriate

SELECTION CRITERIA

1. Degree qualification, or working towards, relevant to the role
2. Demonstrated experience in planning, facilitating and evaluating group programs; delivering activities that focus parenting roles and relationships, from an evidence-based perspective
3. Demonstrated skills in developing relationships with people from diverse backgrounds in both individual and group settings
4. Demonstrated experience in working with disadvantaged families and communities and often where children are at risk of harm, good understanding of family and domestic violence
5. Understanding of, and experience with child development and child protection
6. Values that are consistent with a feminist understanding of gender related power and control issues and the impact on their families. In addition, the intersection between this, colonisation and the impact on Aboriginal people and their families
7. Ability to liaise and work collaboratively with other agencies
8. Ability to work autonomously and as an effective team member
9. High level written and oral communication skills; good computer literacy; effective organisational skills



Approvals/licences

- Current WWCC
 - Criminal Records Check
 - Current Licence and Comprehensively Insured Vehicle
 - Must be available to work Mondays
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