



Family Support Newcastle
your family, our community

Information Package

Men's Family and Group Worker

Copy of Advertisement

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Copy of Advertisement

Men's Family and Group Worker (Relief)

8-month contract with possible extension

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).

For further details and information package visit www.nfss.org.au or call 4926 3577. **You must address the selection criteria to be considered for the position.**

Closing date: 5pm Monday 17 March 2020



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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

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.

Note: applicants who do not clearly address all the selection criteria will not be considered.

Applications close 5pm, Tuesday 17 March 2020

Interviews – Interviews are expected to be held later that week or early in the following week

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 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

Responsible To: Team leader

Program Overview

This program is funded through Family and Relationships Services (FaRS) provided by the Federal Government. The objectives of FaRS and the program are to strengthen family relationships, prevent family breakdown and ensure the wellbeing and safety of children by working collaboratively with other services and providing early intervention and prevention services.

The worker will participate in a team that welcomes creativity, enthusiasm and optimism to the work. Through direct work with families and collaborative working relationships with other 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 hardship. The role requires a solid understanding of and ability to work with the issues that confront families who are vulnerable and disadvantaged in their communities.

Service Delivery

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

Men's Family and Relationship Services Program:

- Research, plan, organise and implement a minimum of two group programs per school term in partnership with other agencies across the nominated geographic regions
- Provide early intervention and prevention programs that cover a range of content areas relevant to family life and parenting and use of a variety of group work styles
- Provide direct service to men both individually and in groups. This will be provided through home visiting, centre appointments, and groups in the community; utilising FSN practice model approaches
- In consultation with the team leader, make appropriate referrals and participate in relevant case meetings
- Assist clients to obtain other forms of assistance that they may require. This may include primary services and entitlements (e.g. child care, information, social security benefits, housing, employment) or specialised assistance (e.g. financial counselling)
- Advocate on behalf of individual men and families with other services to achieve appropriate service
- Complete a written report for each group analysing vulnerabilities and outcomes
- Assist in the evaluation of the project as per funding requirements
- Share skills, learning and practice within the organisation

- Ensure that services are accessible and appropriate to families experiencing disadvantage and promote accessibility of services to Aboriginal people and people from CALD backgrounds.

Roles

Team Participation

Contribute to the ongoing development of a dynamic, creative, equitable and cohesive team. Our team consists of people from diverse backgrounds and skills and includes Aboriginal and non-Aboriginal people.

Participate in processes for providing integrated service delivery between FSN programs and attend relevant meetings to support this integration.

Attend and actively participate in team and organisational meetings, taking on appropriate tasks as required

Work Management

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

Be able to effectively communicate and negotiate with families and other agencies in order to meet the needs of the family.

Ability to identify and follow up child protection concerns.

Contribute to the promotion of the role of the service through development of promotional material and networking.

Ensure that FSN philosophy, values and models of practice are implemented.

Implement FSNs commitment to Aboriginal and Torres Strait Islander People.

Relationships

Liaise on professional matters with other relevant government and non-government services.

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

Promote working relationships that are based on equality.

Work collaboratively with other agencies in delivering services.

Program Outcomes

Contribute to the development of appropriate planning and accountability processes for the project.

Contribute to the development of project specific 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.

Selection Criteria

Essential Requirements

1. Relevant tertiary qualification
2. Demonstrated experience in planning, facilitating and evaluating group programs; delivering activities that focus on men, their fathering role 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 ability to engage and facilitate change with men who have used abusive behaviours; experience with, and a 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. Effective written and oral communication skills; good computer literacy; effective organisational skills

Note: The successful applicant will be required to have a driver's license and access to a comprehensively insured motor vehicle. They will need to be able to work flexible hours and must be available to work Mondays.