

## Job Outline and Criteria – Social Worker

Northern Rivers Women and Children's Services Inc. (NORWACS) is seeking applications from suitably qualified and experienced women for the position of **Social Worker** with **Women's OutReach Trauma Health service (WORTH)**.

### About NORWACS

NORWACS has been working with women in the Northern Rivers community since the 1980s first starting out as a women and children's refuge. Current services include the Lismore Women's Health and Resource Centre, WORTH: Women's OutReach Trauma Health service: <https://worth.org.au/>, Heartfelt House: support for women survivors of childhood sexual abuse, and WISE: Women in Social Enterprise. Details of each of our services can be found via our website: <https://www.norwacs.org.au>.

### OUR VISION

Women and their children are strong, well, safe and empowered to thrive.

### OUR MISSION STATEMENT

NORWACS supports and advocates for women and children across the Northern Rivers to be well, safe, strong and empowered to thrive.

### OUR VALUES

Equality    Integrity    Respect    Kindness    Courage    Sustainability

### About the roles

NORWACS is seeking applications from suitably qualified and experienced applicants for the position of **Social Worker** with **Women's OutReach Trauma Health service (WORTH)**. The Social Worker position requires up to 2 days per week on a fixed term basis up to 30 June 2025. Performance will be assessed within 3 months of commencement and 6 months probationary qualifying period will also apply.

**WORTH** is focused on providing trauma-informed, affordable services that are sensitive to the needs of women with complex health issues or recovering from violence. WORTH provides an outreach model of trauma treatment designed to meet the wholistic health needs of women in a post disaster setting.

The **Social Worker** will:

- o Engage with women and stakeholders using a trauma informed framework of practice.
- o Conduct comprehensive bio-psychosocial assessment, treatment planning and case management.
- o Utilise referral pathways and processes to ensure seamless and continuity of care services.



- o Collect and report on data pertaining to engagement and presentations to service for purposes of external research oversight.
- o Adhere to confidentiality and privacy policies in the documentation of client case notes.
- o Develop and maintain networks and links within the community groups and organisations to support strong referral pathways.
- o Participate in community awareness raising, quality improvement activities, education projects and special events.
- o Engage in professional development opportunities and participate in regular group and individual supervision.

All work is undertaken in accordance with Northern Rivers Women and Children's Services Inc. philosophy, policies and procedures and relevant legislation as well as NORWACS' vision and values, which includes working within a feminist, social justice framework.

### Salary and Conditions

Classification: SCHADS Award, Level 5 pay point commensurate with experience.

NORWACS offers salary sacrifice to permanent employees.

### Requirements:

- i. NORWACS considers that being female is a genuine occupational qualification for this position under Section 31 of the Anti-Discrimination Act 1977 (NSW)
- ii. Valid unrestricted NSW Drivers Licence
- iii. Valid Working with Children Check and Criminal History Check or able to get clearance.

**NORWACS considers that being female is a genuine occupational qualification for this position under Section 31 of the Anti-Discrimination Act 1977 (NSW)**

### KEY SELECTION CRITERIA - SOCIAL WORKER

- A bachelor degree in social work, psychology, counselling and/or related behavioural sciences with substantial experience; or associate diploma level qualifications with substantial experience in the relevant service stream. Membership of a professional association or eligibility to obtain membership to the Australian Association of Social Workers (AASW) or Australian Health Practitioner Regulation Authority (AHPRA).
- Demonstrated understanding of feminist perspectives within counselling frameworks and experience in providing therapeutic services in a culturally appropriate way.



- Demonstrated knowledge and experience of using contemporary best practice to provide short to medium therapeutic counselling to women impacted by complex trauma.
- Demonstrated experience working with women impacted by domestic and family violence with an understanding of the dynamics of power and control in these situations, and the capacity to adeptly support clients through the complex systems of family law and court, and child protection.
- Ability to work in a multidisciplinary setting and provide psychological first aid, telephone and online counselling.
- Excellent written and verbal communication skills, including the ability to document accurate client data and client file notes.

## How to apply

- Applicants are invited to apply for one or multiple positions.
- Applicants must provide responses to the essential selection criteria, the completed Application Form included in this package and a current Resume to be considered.
- When responding to the criteria, provide examples of how you have demonstrated your knowledge, skills and experience. Responses should be 400 words or fewer per criterion.

Applications should be emailed to [recruitment@norwacs.org.au](mailto:recruitment@norwacs.org.au) and be received by **Monday, 31 July 2023**. Short-listed applicants will be contacted for interviews week commencing **Monday, 7 August 2023**.

*NORWACS is an equal opportunity employer. NORWACS will actively recruit our workforce from targeted communities; including Aboriginal and Torres Strait Islanders, sexually and gender diverse women and people living with a disability, people with lived experience and people from culturally and linguistically diverse communities.*

