

Job Outline and Criteria – DFV Specialist

Northern Rivers Women and Children's Services Inc. (NORWACS) is seeking applications from suitably qualified and experienced women for the position of **Domestic and Family Violence Specialist (DFV Specialist)**.

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: <https://www.lismorewomen.org.au/>, WORTH: Women's OutReach Trauma Health service, 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 role

This position is on a temporary part-time basis working 3 days per week with the possibility of increasing the days. Performance will be assessed within 3 months of commencement and 6 months probationary qualifying period will also apply.

The **DFV Specialist** will work closely with the NORWACS team to provide an effective and streamlined service that assists women experiencing DFV with threat assessment and safety planning, case coordination, information and court advocacy. The successful applicant will have strong interpersonal and organisational skills, and knowledge and understanding of the criminal justice response to domestic and family violence including AVO and DV applications.

All work is undertaken in accordance with NORWACS' 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.

KEY SELECTION CRITERIA – DFV Specialist

1. A bachelor's degree in social work, psychology, counselling and/or related behavioral sciences with substantial experience; or associate diploma level qualifications with substantial experience in the relevant service stream.
2. Demonstrated understanding of working within a feminist framework and experience in providing services in a culturally appropriate way.
3. Strong understanding of domestic and family violence, its complexities and consequences (formal training in this area would be highly regarded).
4. Sound knowledge and understanding of domestic and family violence frameworks including risk assessments, safety planning, case management, and empowerment of survivors.
5. 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.
6. Demonstrated ability to engage effectively with clients in crisis and provide appropriate, trauma-informed support.
7. A minimum of 1 year experience in a similar role (i.e., working with women in domestic/family violence specialist service/role).
8. Excellent written and verbal communication skills, particularly in negotiation, advocacy and conflict resolution and the including the ability to document accurate client data and client file notes.

DESIRABLE

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).



How to apply

- 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 and be received by **31 December 2023**.

Short-listed applicants will be contacted for interviews week commencing **8 January 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.

