

CHISHOLM INCORPORATED
Early Intervention Worker
POSITION DESCRIPTION

DESIGNATION: **Early Intervention Worker**
22.5 hours per week
(12 month Fixed Term)

CLASSIFICATION: QCSCA level 2.4

ACCOUNTABILITY: Coordinator

ORGANISATIONAL RESPONSIBILITY

All workers employed by the organisation are expected to work within its philosophy and guidelines, policies and procedures.

EMPLOYMENT CONDITIONS

- 12 Month fixed Term
- Entitlement of pro-rata ten days sick leave per year
- Five weeks paid annual leave (four weeks with leave loading)
- Opportunity to participate in salary sacrifice arrangements
- 22.5 hours per week.
- A three month period of probation will apply during which there will be a process of discussion and review of how effectively the demands of the position are being met.

MANDATORY REQUIREMENTS

- Qualifications in Social or behavioural sciences from a recognised tertiary institution and relevant experience in Children's Counselling/Art therapy
- The possession of or the ability to acquire, a current Blue Card from the Commission for Children and Young People
- Manual and/or automatic licence C Class.

DESIRABLE ATTRIBUTES

- Current Certificate of Senior First Aid

PURPOSE OF POSITION

This purpose of this position is to work with children and young people either individually or in a group setting. The worker will provide Counselling using a range of tools such as sand play and /or artistic and expressive therapies. Children will be supported to express their feelings and help them to understand and manage their fears, emotions and behaviours. The support aims to assist the child or young person to deal with the domestic and family violence to which they have been exposed and aims to break the cyclical intergenerational nature of domestic and family violence.

The worker will also facilitate sessions with a focus on protective behaviours, parenting, social skills and domestic violence education.

DUTIES

SERVICE DELIVERY:

- To welcome and support children's transition into the refuge environment
- To provide counselling/art therapy and programs for children who have experienced domestic violence by using a range of tools such as sand play and/or expressive therapies
- To facilitate group sessions with children
- To provide parenting information and strategies to mothers.
- To manage and assist mothers with children's relocation to schools, day-care and out of school activities.
- To plan, develop and provide regular developmentally sensitive activities and programs for children.
- To provide children with age appropriate awareness about the effects of domestic violence.
- To provide the mother with parenting strategies

ADMINISTRATION:

- To maintain the playroom and outdoor play areas including the selection and purchase of appropriate resources and equipment.
- To keep appropriate documentation in relation to children and youth files and maintain any other records in accordance with the organisational policies and procedures.
- Participate in community education, prevention programs and support groups.
- Maintain and update knowledge of relevant legislation.
- Participate in meetings and working groups established through domestic violence networks to work on issues, mainly for children and youth, at local, state and interstate levels in collaboration with the Coordinator.

REPORTING:

- To collect statistical data for each child and youth in accordance with SHIP data collection
- To provide reports both internal to the service and to external agencies as may be required
- Attend relevant training workshops and seminars and provide a report on such training to other staff.

CASE MANAGEMENT:

- To be able to respond appropriately to any information that is given or concerns that may arise and to share these with other members of the team.
- To be able to provide a service delivery which emphasises working with children and youth in a way which respects them as individuals, focuses on their needs and goals and develops strategies to ensure their particular needs are being met.

ORGANISATIONAL:

- To work congruently with the principles of access and equity by recognising and understanding religious beliefs, life choices, and ability levels, that may differ to our own individual value and belief system, and to appreciate the influence these may have upon women's lives and child rearing practices.
- To operate under the organisation's policies at all times.
- To model and advocate non-violent and non-abusive behaviour and conflict resolution styles in all aspects of the position and relationships.
- To contribute to the household needs in preparation for new families e.g. ensure residences are clean and prepared for new families.
- Attend staff meetings, case discussions, group supervision and professional supervision as required.

SELECTION CRITERIA

- SC1** Demonstrated ability to provide therapeutic interventions to children who have witnessed and /or experienced domestic and family violence
- SC2** Demonstrated ability to effectively support children of all ages and cultures who have been affected by domestic violence, including the ability to create a range of age-appropriate activities, based on a sound knowledge of child development and age/stage appropriate needs, and protective behaviour strategies.
- SC3** Demonstrated ability to be able to provide parenting support to women, teaching them about the impact of domestic and family violence on children and giving them the strategies to deal with behaviours that may be a consequence to witnessing /experiencing domestic and family violence.
- SC4** Ability to facilitate individual and group activities providing positive engagement with children and young people
- SC5** Demonstrated ability to establish good working relationships with others and to function effectively as a member of the team demonstrated by a high level of interpersonal skills, including a conflict resolution framework.
- SC6** A working knowledge of current legislation relevant to the protection of victims of domestic and family violence and a working knowledge of the Family Law and Child Protection Acts.

REFEREES

The names, addresses and telephone numbers of three referees whom the applicant is prepared to have contacted by Chisholm.