



Position Description

Men's Behaviour Change Program Group Facilitator

Award or EBA:	Community Health Centre (Stand Alone Services) Social and Community Services Employees Multi Enterprise Agreement
Classification/Grade:	Level 5
Directorate:	Mental Health, Family Violence and Community
Reports to:	Team Leader
Direct Reports:	Nil

Our vision is ensuring the health and wellbeing of our community. Our [values](#) are:



Inclusion

We create an equal and more respectful world by making space and standing with people of all backgrounds.



Integrity

Our ethics, fairness and transparency drive actions and outcomes that we can all feel proud of.



Excellence

We believe in extraordinary service and we achieve it by going the extra mile to help others.



Innovation

We look to a better and brighter tomorrow to shape the potential today.



Collaboration

We work together to nurture the ideal conditions for our community to thrive.

About Us

Over the past three years, DPV Health has embarked on an exciting cultural transformation called the [DPV Health Way](#). This included a values refresh, with renewed focus on Our People, their contribution to our organisation and community and enforcing our commitment to excellent care, supporting every employee in leading a happy, balanced, fulfilling life; no matter who they are, where they are from — or where they are going. Our workplace culture is committed to DPV Health values and celebrates workforce diversity reinforcing the positive approach we have to the way people contribute, communicate, engage and interact.

Our People deserve to feel empowered and supported as they pursue their professional goals, learn new skills, and achieve meaningful milestones in their work. At DPV Health, we foster an environment that promotes greater growth, innovation, and collaboration, so you can feel elevated every day.

We invest in Our People, proudly offering a diverse range of opportunities including knowledge sharing, ongoing learning and development, leadership development, connectedness, and celebration; these are key pillars in our culture.

About this role

The position delivers specific family violence assessment, group programs and support to men who have used violent or controlling behaviours towards family members. The purpose of the program is to increase the safety of women and children by holding men accountable for their violence. This is achieved through the delivery of an evidence-based group program which provides men with education and teaches skills to manage their behaviour. This program is supported by men's case management and family safety contact work.

The role encompasses –

- Conducting comprehensive assessments inclusive of the MARAM
- Active use of the FVISS and CISS to acquire the necessary collateral information to formulate the case and inform intervention plan
- Delivery of multiple weekly group sessions using a Dialectical Behaviour Model
- Collection of periodic behaviour measures to quantify behaviour change as part assessment, mid review, and completion
- A close working relationship with the DPV Health Family Safety Contact Worker, DPV Health Men's Behaviour Change Program (MBCP) Co-Facilitators and Senior Practitioner, DPV MBCP Team Leader and Family Violence Manager
- Participation in Weekly Case Review
- Regular external professional supervision
- Fortnightly Dialectical Behaviour Consultation Group
- Six weekly reflective practice – conducted by external facilitator
- Participation in team quality activities
- Liaison with external bodies/stakeholders

Roles Key Accountabilities

Service Delivery

- Liaise with relevant women's and children's service providers.
- Initiate telephone contact with referred men
- Conduct comprehensive assessments, including MARAM and other intersection risk assessments
- Co-facilitate multiple weekly Men's Behaviour Groups
- Ensure regular communication with Family Safety Contact Officers including mandatory communication around changing risk profiles
- Identify, respond, and report safety risks for men, following established protocols in consultation with DPV Health MBC Co Facilitator
- Work together with other Community Health staff to provide a comprehensive approach to addressing family violence
- Work as a member of the MBCP team to ensure safety is a priority Refer or report serious or complex issues to the Team Leader
- Liaise with relevant external agencies and professionals and promote DPV Health MBCP to external stakeholders e.g. Referral agencies
- Perform role within the philosophy and values of DPVH, Family Violence and NTV minimum standards

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Reporting, System and Analytics

- Maintain accurate and timely client records, statistical data, program documentation and statutory reports
- Ensure role complies with relevant acts including Privacy Act, Health Records Act, Children Youth & Family Act, Family Violence Act, Confidentiality and State-wide Family Violence guidelines
- Maintain contemporary knowledge of relevant government policy at both state and federal levels in relation to family violence
- Actively use and promote the use of DPV Health systems such as TRAK, MyBookings, ELMO

Financials, Budgets, Target, Funding

- Ensure that all financial transactions are undertaken in line with approved DPV Health policy and delegations
- Achieve targets/budgets for the Men's Behavioural Change Program

Culture, Engagement, Diversity – People Experience

- Demonstrates behaviours aligned with DPV Health Values and Code of Conduct
- Participate in regular supervision, annual work plans and annual performance reviews
- Actively participate in all required training, inductions, and development
- Actively participate in and attend organisationally required meetings in a positive constructive manner. Offering balanced views and seeking solutions
- Actively supports and demonstrates inclusive behaviour with a zero tolerance for any bullying, harassment, and inappropriate conduct

Health and Safety

- Take reasonable care to ensure no risk of harm to self and others in the workplace. This includes immediately reporting any incidents, near miss, hazards, and injuries.
- Comply with relevant Occupational Health and Safety laws, standards, safe work practices, policies and procedures and attend all safety initiatives, improvements & training.
- Demonstrate safe work behaviours and conducting work in accordance with our safety management system.

Risk Management and Compliance – Quality and Accreditation

- Ensure documentation supports both quality and department standards
- Actively identify, monitor, and manage areas of key risk and lead appropriate escalation and response
- Actively monitor and improve the quality and safety of their care and services
- Identify risks as they emerge and proactively address new and known risks.
- Commitment to partnering with clients to facilitate effective engagement and participation.

This position description contains the key roles and responsibilities and associated performance indicators for this position. The above list is not intended to be complete. Other tasks may be assigned from time to time to meet the needs of the organisation. Specific actions and objectives of this role will be outlined through the goal setting and review process.

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DPV Health Requirements

- Current Victorian Drivers Licence
- Occasional after hours and weekend work may be required
- Travel between sites is required
- Valid Working With Children Check
- Satisfactory Police Check

Authority

The occupant of this position has authority as per the delegation manual.

Key Selection Criteria

Qualifications and Registrations

- A bachelor's degree in social work.
- Eligibility for membership of a relevant professional body.
- No To Violence (NTV) Graduate certificate Social Science (Male Family Violence) or willingness to undertake this qualification or willingness to be supervised by MBC Facilitator with this qualification.

Desirable:

- Eligibility as a 3A or 3B Facilitator (NTV Minimum Standards)

Experience & Skills

- Demonstrated skills in providing family violence or related services to men (including facilitation of MBCPs and ongoing counselling), and/or family violence services to women and children
- An understanding of the social and gendered context of family violence and the impact of violence on women and children.
- Demonstrated commitment to evidence-based practice
- Demonstrated capacity to undertake comprehensive family violence assessments
- Demonstrated capacity to undertake MARAM and other intersection risk assessments
- Demonstrated experience in providing group work interventions
- A knowledge of Dialectical Behavioural Therapy and a willingness to undertake DBT training
- Excellent verbal and written communication skills
- Experience of working within a multidisciplinary team
- Demonstrated commitment to social justice and advocacy on behalf of clients.
- A strong commitment to inclusion

Employee Acknowledgement

I, _____, acknowledge I have read and understood this position descriptions and the requirements of my role.

Signature _____ Date _____