



Position Description

Men's Engagement Advisor

Award or EBA:	Victorian Stand-Alone Community Health Services (Health And Allied Services, Managers And Administrative Officers) Multiple Enterprise agreement
Classification/Grade:	Grade 3
Directorate:	Client Experience & Community Engagement
Reports to:	Gender Equity (GE) and Prevention of Gender Based Violence (PGBV) Senior Coordinator
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 Men's Engagement Advisor is part of the Population Health Team and reports to the Gender Equity and Prevention of Gender-based Violence (GE & PGBV) Senior Coordinator.

Background to the position: A growing evidence base has emerged supporting the need for primary prevention strategies that focus on healthier masculinities, including research from The Men's Project at Jesuit Social Services, Our Watch, VicHealth, Respect Victoria and others. DPV Health acknowledges that to shift gendered social norms, men must be actively engaged in the change process and seek to combat the increasing rates of gendered violence in our catchment.

This role focuses on supporting targeted programs and projects that aim to promote gender equity and prevent gendered violence. A key focus of the position is to support the teams work with engaging men and boys to prevent gender-based violence.

This role offers an opportunity to build men and boys willingness, capability and confidence to engage in prevention.

As a member of the Population Health Team, the Men's Engagement Advisor will contribute to the development, delivery and evaluation of primary prevention activities. Alongside the team, the Men's Engagement Advisor will implement current and emerging projects to engage men and boys in the prevention of gender-based violence. Workshop delivery and other forms of community capacity building will be a central part of the role.

An understanding of women's, men's and gender diverse people's health and wellbeing and the structural factors that cause and maintain health inequities are vital in this role. A theoretical and practical understanding of why gender-based violence occurs, healthy masculinities and intersectional approaches is required.

As a member of the GE & PGBV Team, the position will use evidence-based practice and work with relevant DPV Health's programs, including Men's Behaviour Change unit, and in partnership with stakeholders including schools, TAFEs, councils and industry partners.

Roles Key Accountabilities

Service Delivery

- Drawing on healthier masculinities research and practice, engage with men and boys to build their knowledge and skills to help make our region (City of Whittlesea and Hume City Council) safer for everyone.
- Contribute to and where appropriate, lead the planning and implementation of health promotion strategies that focus on men and boys, healthy masculinities and the prevention of gender-based violence.

- Where appropriate, lead the delivery and evaluation of targeted, scalable and impactful projects that aim to engage men and boys in prevention.
- Develop strategies to assist men and teenage boys to build willingness and confidence to engage in prevention.
- Work closely with the GE & PGBV team to ensure projects, activities and strategies are evidence based and impactful.
- Support the implementation of DPV Health's work in school settings.
- Contribute to the design of workshops, including establishing learning needs, content creation, timelines and workshop evaluation.
- Deliver capacity building workshops that focus on healthy masculinities and/or prevention of gender-based violence.
- In consultation with the GE & PGBV Senior Coordinator, apply continuous improvement approaches to group work and community education.
- Effective liaison with local community organisations and schools to develop and /or maintain working relationships.

Reporting, System and Analytics

- Ensure program implementation is supported by an appropriate evaluation cycle utilising an evaluation framework and a range of data collection methods.
- Contribute to the Population Health Team reports.
- Provide input into the development of evidence-based health promotion planning and delivery.

Financials, Budgets, Target, Funding

- Identify opportunities to enhance the financial sustainability of the Population Health Team.
- Ensure that all financial transactions are undertaken in line with approved DPV Health policy and delegations.
- Achieve targets/budgets for the Population Health Team.

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.

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.

DPV Health Requirements

- Current Victorian Drivers Licence
- Travel between sites is required
- International Residency Stat Dec and International Police Check (if 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

- Tertiary or VET qualifications in Public Health/Health Promotion/Community Development, Education, Social Work, Community Services or other area of relevance.

Experience & Skills

- Relevant or transferable experience.
- A strong commitment to stopping gendered violence before it starts.
- An understanding of the primary prevention of gender-based violence and gender equitable practice when engaging men and boys.
- Understanding of masculine norms and the pressures on men and boys to conform.
- Experience in working with diverse communities and newly arrived men.
- Experience delivering training/workshops or facilitating group sessions and/or communities of practice.
- Ability to contribute to the design of workshop outlines including establishing learning needs, content creation, timelines and workshop evaluation.
- Relevant knowledge or experience of project management.
- A commitment to social justice (including the prevention of gender-based violence and inclusion of diverse populations).
- Experience and knowledge of MS Outlook, MS Office (including Word, Excel, PowerPoint) and Internet Explorer.

Change and innovation

- Ability to manage conflicting priorities and meet deadlines

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Communication and an Interpersonal Approach

- Strong written communication skills and demonstrated experience distilling complex ideas into concrete and accessible formats for varied audiences.
- Well-developed communication skills including strong verbal communication skills and ability to present and speak publicly to diverse stakeholders and communities.
- A successful track record of building and maintaining high- level relationships with a range of stakeholders and strong partnership development skills.

Desirable:

- Knowledge of Melbourne's outer northern metropolitan region.
- Men are strongly encouraged to apply.

Employee Acknowledgement

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

Signature _____ Date _____