

Position: Case Worker

NPYWC Program: Domestic and Family Violence Service (DFVS)

Employment Details: Full Time, 38 hours per week (2-year contract with possibility of extension, subject to funding)

Location: Alice Springs based with travel to the NPY Lands as directed

Base Salary: \$83,795.21- \$94,806.59 p.a. (negotiable based on experience) with additional benefits.

Additional Information: Due to the nature of this role, applicants are required to be female. In this position an applicant's gender is a genuine occupational qualification and is authorised by division 2, section 14 and 31 of the Anti-Discrimination Act 1997, as amended.

What we do:

We are an Anangu-led organisation, governed by women's law, authority and culture. We deliver health, social and cultural services for all Anangu.

Our Values:

We believe in the strength of Anangu people, culture, and the collective agency of women. We are dedicated to delivering more and better choices for our communities. We are committed to Malparara way – a cross cultural practice framework specific to NPYWC that respects the contribution Anangu and non-Indigenous people, working alongside each other, bring to the organisation

We are a trauma-informed organisation and this guides our work.

Your Team:

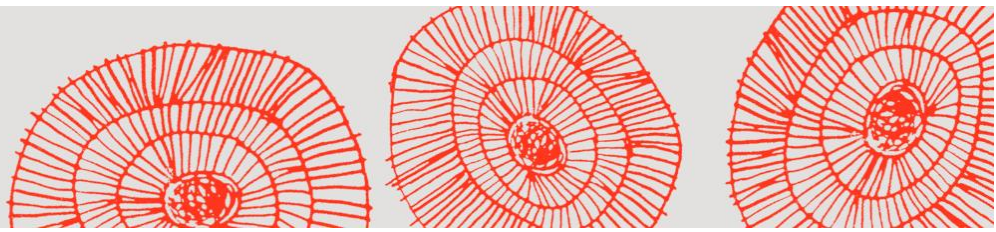
'Atunypa Wiru Minyma Uwankaraku' Service works from a 'holistic and relational' standpoint, and is structured so that caseworkers are supported to develop relationships in the communities in which they work using a community development approach. We recognise that this is our key tool for individual and community engagement. 'Casework' is thus very broad in its scope and ranges from working with individuals in crisis and short-medium term follow-up (including supporting clients through the legal system), to working with women and their families in recovery and with longer term goals, through to a variety of community-level and other group activities driven by community members.

Your Role:

The Domestic and Family Violence Service (DFVS) Case Worker is responsible for supporting and advocating with, and for, women and children who may be experiencing, or at risk of, domestic violence, in a culturally safe manner, ensuring they are provided with a comprehensive support service.

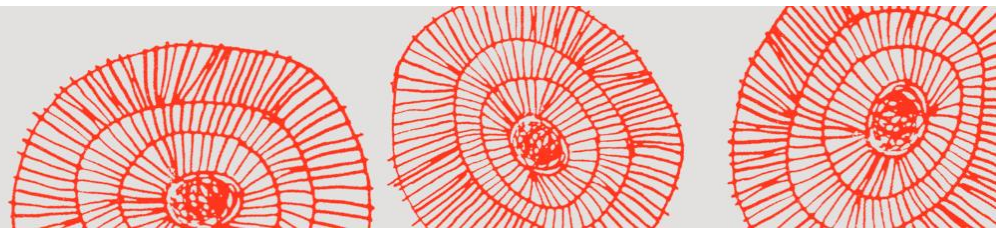
Working alongside the Community Development team is essential to the Case Worker role, as per the Strengthening Community Capacity to End Violence Framework. The Practice Framework can be found on our website:

<https://www.npywc.org.au/publications/>.



Your Responsibilities:

- Respond to referrals for Anangu women in the NPY region who are experiencing DFV, via phone, email and in-person self-referrals
- Competently assess and document risk using the CRAT or other relevant tool
- Support clients to create safety plans
- Work alongside clients to develop case plans that are reviewed regularly with your line manager
- Keep accurate, timely and concise case notes documentation of all client interactions
- Liaise with and advocate to police and other service providers on behalf of women
- Provide support to women through legal and justice systems
- Perform intake and assessment duties including crisis response and referrals to other services, as a back-up to Intake and Assessment officers when necessary
- Complete remote outreach via bush trips at least once a month
- Facilitate group work in line with community development principles and the NPYWC Strengthening Community Capacity to End Violence practice framework
- Represent the organization in a professional manner in external meetings and develop positive working relationships with other stakeholders
- Collaborate with other NPY teams where possible / appropriate
- Centre women's agency in all support provided
- Work in a trauma-informed, strengths-based and culturally safe manner
- Actively engage in monthly supervision and take positive action in response to feedback from your line manager
- Create respectful relationships with colleagues and contribute to a harmonious and trauma-informed, culturally safe workplace



Skills and Experience:

- Demonstrated experience and understanding of trauma-informed case management in a domestic violence context or closely related human services context.
- Demonstrated theoretical understanding and knowledge of domestic violence in an Aboriginal Australian cultural context.
- Understanding of vicarious trauma and worker self-care, and demonstrate good personal resilience.
- Excellent interpersonal communication skills, including an ability to negotiate and resolve conflict.
- Excellent organisation and planning skills for managing and prioritising competing demands in a complex working environment.
- Good computer and data entry skills.
- Advocacy skills for use with police, health services and internal and external agencies (desirable).

Qualifications:

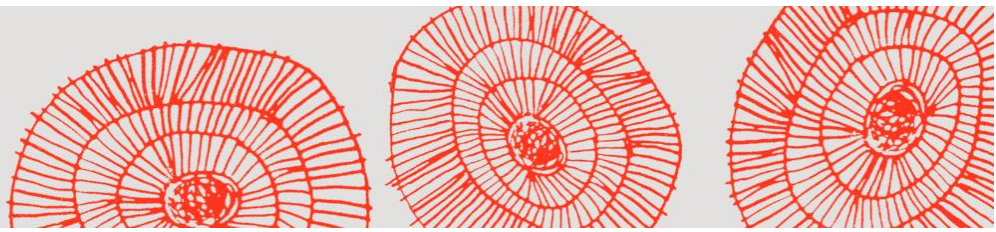
- A relevant degree in Social Work, Community Development or related undergraduate or post-graduate qualification, or;
- A willingness to undertake studies in social work following commencement of position.
- Extensive experience in the Domestic and Family Violence context as a case manager / counsellor.

Remuneration:

- \$83,795.21- \$94,806.59 p.a. (negotiable based on experience)
- Additional 11 % Superannuation
- Generous Leave Entitlements
- Salary Packaging Benefits
- Retention Bonus

Employment Conditions:

- Work in a manner consistent with NPYWC Values, Code of Conduct, Rules and advocacy positions.
- Follow and work within NPYWC policies and procedures.
- Be responsible and accountable for your own and others health, safety and wellbeing.
- If applicable, the employee will provide the highest standards of service to clients at all levels by modelling service excellence that meets the needs of clients and enhances the profile of NPYWC.
- Some positions will require working in remote communities for extended periods and out of hours' work requiring overnight absences.
- Remote positions include accommodation. Usually this is stand-alone accommodation, however from time to time, based on accommodation and service delivery demands, this situation may change and staff may be required to co-share a NPYWC leased or owned property.
- Every employee is required to have (or willing to obtain) a current and valid criminal history check, and if applicable, a Working with Children Check.



- We require some remote based and travelling staff to have a current Australian driver's licence.
- We require some remote based and travelling staff to be able to operate a manual 4WD vehicle or have a willingness to undertake training.
- All employees are required to have a First Aid certificate or have a willingness to undertake First Aid training.
- All employees are required to meet the relevant State and Territory mandatory vaccination requirements.
- A good level of health and fitness that matches the requirements of the role is required. If necessary NPYWC may require an employee to undergo a pre-employment medical assessment.

We are committed to building a respectful and inclusive workplace, appointing the best person for the role and supporting diversity.

All information will be held in the strictest of confidence.

To find out more about this position, please contact DFVS Acting Manager, Heather Smith on 08 8958 2329 or visit <https://www.npywc.org.au/jobs/> for more information about the role and what it's like to work for us.

ACKNOWLEDGEMENT FOR RECEIPT OF POSITION DESCRIPTION

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Employee Name (Please Print)

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Employee Signature

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Date