

**Position:** Specialist Children's Domestic & Family Violence Worker

**NPYWC Program:** Domestic and Family Violence Service (DFVS)

**Employment Details:**

- Fixed-term contract until 30<sup>th</sup> June 2027
- FIFO model: 3 weeks on (10 hour days, 6 days per week), 3 weeks off

**Location:** Fly In Fly Out (FIFO) - flying from nearest capital city to Alice Springs, then driving to Umuwa in the APY Lands, South Australia

**Base Salary:** The base salary is **\$95,905.68 per annum**. Inclusive of approved overtime, the total salary is **\$109,069.38 per annum**. This amount excludes superannuation and all other benefits (including housing, salary packaging, vehicle use and internet). Airfares are provided separately.

## 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 Malpararara 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:

The NPY Women's Council Domestic and Family Violence Service (DFVS) supports Anangu women from the Ngaanyatjarra, Pitjantjatjara and Yankunytjatjara lands who are experiencing domestic and family violence.

The service operates across the Central Desert tri-state region, incorporating communities in NT, SA and WA.

DFVS provides immediate crisis responses via our team of Intake and Assessment Officers, who provide short-term intensive support via our freecall referral line.

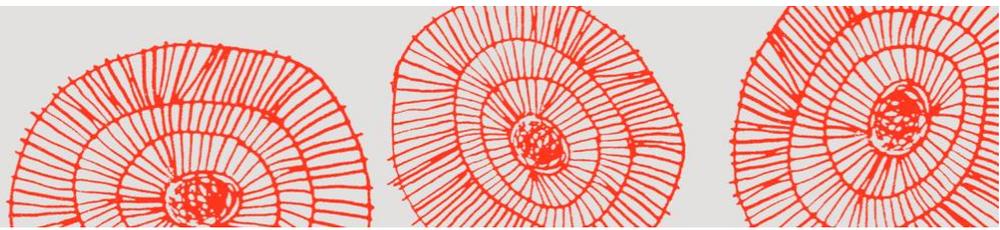
DFVS also employ a team of caseworkers who support a caseload of women over the medium-

## Your Role:

The Specialist Children's Domestic & Family Violence Worker (SCDFV) is a new role within DFVS. It is a Fly In / Fly Out (FIFO)<sup>1</sup> model of three weeks on and three weeks off, flying into Alice Springs and driving to Umuwa (approx.. 6 hour drive) to work in surrounding APY communities in northern South Australia. Throughout the work period the worker will live in an independent dwelling on a lot which includes separate housing for staff from other NPYWC teams.

The SCDFV worker will provide case management services to a small caseload of children and young people (up to 8 at a time) who have been exposed to domestic violence in their home.

<sup>1</sup> With a FIFO model the employee is able to live outside the central Australia / NPY region and fly in and out based on their roster, to fulfill their duties. Employees may be based (have their home location) in any Australian State or Territory with travel costs covered from their nearest Capital City, to and from Alice Springs in the Northern Territory (NT) when they are rostered to work



to long-term, and make regular visits to remote communities.

DFVS also incorporates a community programs team which provides specialist support (e.g. legal advocacy), and brings together Anangu women with lived experience of DV to provide cultural guidance to our workers, and to engage in healing and primary prevention work in their own communities.

DFVS work from a trauma-informed, culturally safe model and centre the agency of Anangu women in all our work. You can find more detail about our way of working in the Strengthening Community Capacity to End Violence Framework:

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

The role may refer to clinical mental health or other specialist services if required and also advocate for clients and their families in the broader social service system.

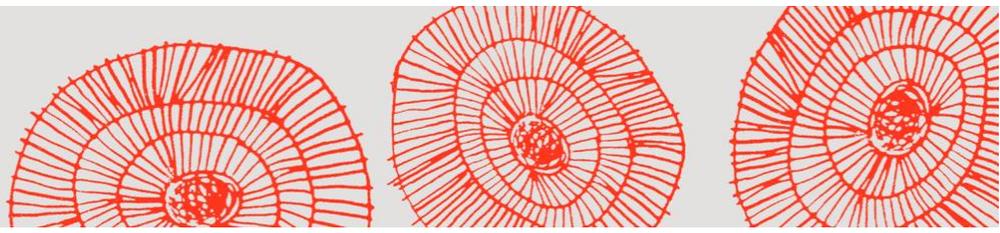
The SCDFV worker will also be guided by an Anangu co-worker, and other community members, to provide therapeutic and culturally safe activities to promote healing for children, young people and families.

The SCDFV worker will work in accordance with the Strengthening Community Capacity to End Violence Framework and the specialised manual developed for the role.

The SCDFV worker will work collaboratively with other NPYWC teams such as the Youth service and Child and Family Wellbeing Service, as well as remote-based services, and will also build the capacity of NPYWC to respond to the needs of children accompanying victim-survivors accessing the broader DFVS.

## Your Responsibilities:

- Manage a small caseload (up to 8 clients at a time) of children and young people who are experiencing the impact of exposure to family and domestic violence
- Support clients and their families to access specialist support and advocate for them within the broader service system as needed
- Facilitate small-group creative and therapeutic activities (minimum of 18 per year), on Country, with clients and their families, to facilitate healing from trauma
- Facilitate capacity-building activities and support within DFVS and NPYWC more broadly to upskill workers in effectively responding to the needs of children and young people who have been exposed to family and domestic violence
- Work alongside and support a female Anangu colleague to facilitate two-way learning and culturally safe practice
- Be guided by the agency and expertise of Anangu, including NPYWC members and Directors, regarding culturally safe modes of practice
- Work in close collaboration with other NPYWC teams including the Youth Service and Child and Family Wellbeing Service
- Work in line with the Strengthening Community Capacity to End Violence Framework and the specialised manual developed for this role.
- Represent the organization in a professional manner in external meetings and develop positive working relationships with other stakeholders
- 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:

- Experience working in a domestic and family violence service
- Experience working in a case management model
- Demonstrated ability to work effectively in a cross-cultural environment
- Demonstrated capacity to practice from a trauma-informed and culturally safe framework
- Demonstrated experience working with children and young people in a therapeutic groupwork setting
- Demonstrated understanding of the impact of domestic violence on children
- Demonstrated capacity to work autonomously in a complex environment
- Demonstrated skills, experience and commitment to work in partnership with an Anangu (Aboriginal) colleague including fostering effective two way learning and mentoring
- Understanding of vicarious trauma and worker self-care
- Excellent interpersonal communication skills, including an ability to negotiate and resolve conflict
- Good digital and data entry skills
- Advocacy skills for use with broader service system
- Experience working with external stakeholders in a complex environment
- Experience working with First Nations people in Central Australia or other remote region

## Qualifications:

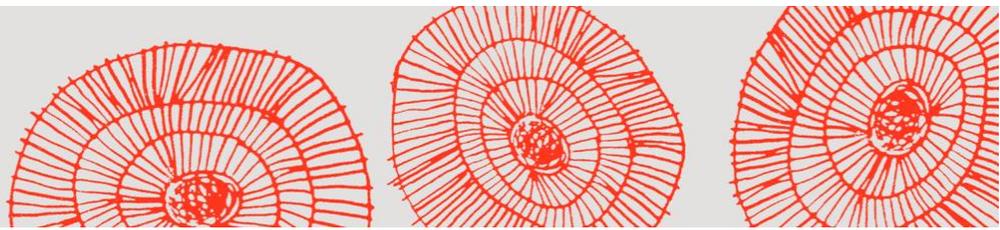
- Tertiary qualification in social work or related field

## Remuneration:

- **Base Salary:** The base salary is **\$95,905.68 per annum**. Inclusive of approved overtime, the total salary is **\$109,069.38 per annum**. This amount excludes superannuation and all other benefits (including housing, salary packaging, vehicle use and internet). Airfares are provided separately.
- Provision of furnished accommodation on the APY lands during work periods, with accommodation and utility costs covered
- 12 % Superannuation
- Generous Leave Entitlements
- Salary Packaging Benefits
- Retention Bonus

## Employment Conditions:

- This position is subject to the conditions detailed in the FIFO Employment Agreement which sets out the work pattern and other conditions of a FIFO role
- 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 share / cohabituate an 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 Heather Smith, DFVS Manager, on 08 8958 2375 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