

Position: Manager, Domestic and Family Violence Service (DFVS)

NPYWC Program: 'Atunypa Wiru Minyma Uwankaraku' (Good Protection for all Women)

Employment Details: Permanent, Full Time, 38 hours per week. Flexible and part-time arrangements can be considered.

Location: Alice Springs based with some travel to the NPY region

Base Salary: \$125,777.29 – \$136,641.17 p.a. plus superannuation (negotiable based on experience) with additional benefits

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:

The Domestic and Family Violence Service, also known as 'Atunypa Wiru Minyma Uwankaraku' (Good Protection for All Women) 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.

Casework support for women can include crisis response, support through the legal system as well as therapeutic and more long-term work supporting women's resistance to violence.

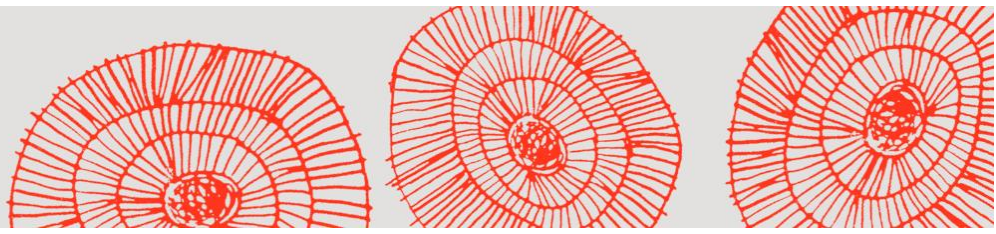
Caseworkers are supported by the Community Programs Team (CPT), which is made up of project workers who have specialist skills in community development, legal advocacy, education and narrative therapy.

Your Role:

The Manager (DFVS) is responsible for management and leadership of a multidisciplinary team which delivers an innovative, best practice domestic and family violence service to women in the NPY Lands.

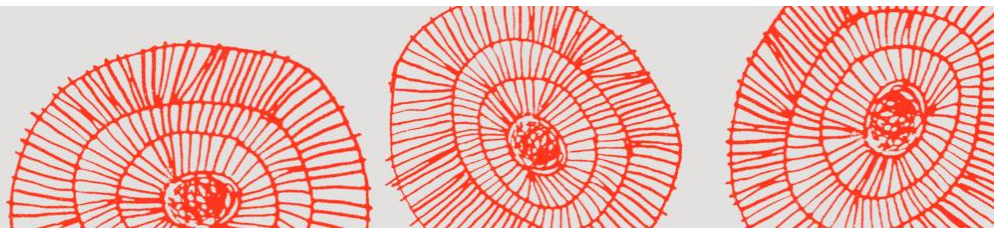
Broadly, the Manager will have oversight of and supervise:

- Two Regional Coordinators, a Community Program Coordinator and two Administration Officers;
- Developing and maintaining relationships for coordinated and collaborative service delivery in all jurisdictions;
- Participating in the management and leadership group of the DFV Service and NPYWC.



Your Responsibilities:

- Provide high-level strategic advocacy for the DFV Service at Commonwealth and tristate levels, reflecting a high-level understanding of community needs and aspirations.
- Develops and communicates clear, respectful and consistent messages to staff, peers, clients and community members.
- Models appropriate interpersonal skills, critical reflection and self-awareness, self-management, and community/ cultural awareness and cultural safety in communications, problem solving and conflict resolution.
- Manages collaborative, formal and informal partnerships with Aboriginal organisations, service providers and government departments to achieve mutually agreed Anangu client/community outcomes.
- Ensure the DFVS team is appropriately participating in multi-agency / multi-disciplinary coordination meetings at regional and local levels.
- Implements strategic planning, establishes and reviews systems to support continuous improvement cycles including managing and reporting on risk and mitigation strategies.
- Manages work practices to comply with relevant legislative requirements including WHS compliance.
- Creates and manages a culturally respectful working environment, which builds on trust, autonomy and accountability of team members towards agreed goals.
- Develops team and worker capabilities linked to organisational strategy and supports emerging leaders.
- Participate in the leadership group of NPYWC and ensure that the DFVS operates in line with NPYWC's strategic plan and presents reports on the DFVS to NPYWC Directors at Annual General Meetings and other meetings as required.
- Implements organisational policies and procedures for managing conflict and disputes, and is actively involved in problem solving in accordance with NPYWC values.
- Ensures the DFVS is operating from a culturally safe and trauma-informed stance and continually reflects and improves on how these principles are best implemented in a complex service delivery environment.
- Oversee the development of an annual DFVS operational plan to effectively guide the operation of the service.
- Prepares program and/or project budgets, and reviews financial performance.
- Ensure and oversee the development of funding applications, submissions, reports, policy reviews, and data collection and collation as requested.
- Ensure service delivery is underpinned by appropriate professional and critical theoretical frameworks, in particular NPY Women's Council (NPYWC)'s Strengthening Community Capacity to End Violence Practice Framework.
- Implements policies and procedures which protect Anangu client and member confidentiality, dignity and rights while supporting staff to adhere to these policies and procedures.
- Manages work, delegates appropriately and demonstrates an understanding of the competing demands of community aspirations, organisational, team, individual and stakeholder priorities, and ensures key requirements are met.
- Manages the application of consistent, best practice, strengths-based and reflective approaches to staff supervision processes.
- Provide ongoing supervision and guidance to team leaders and administrative workers.



Skills and Experience:

- Demonstrated experience and understanding of trauma-informed, holistic and relational service delivery in a domestic violence or related human services context;
- Experience in leadership and managing people, as well as highly developed interpersonal skills, with an ability to provide best practice supervision models in a cross-cultural context;
- Knowledge of administration, financial and program management, grant writing and preparing service agreement reports;
- Demonstrated capacity to implement strategic organisational change as required;
- Demonstrated understanding of working within a community development framework, as well as a demonstrated ability to integrate other relevant theoretical approaches into a complex service delivery environment;
- Ability to work with minimal supervision and balance competing demands in a complex environment;
- Demonstrated high-level written communication skills;
- Excellent interpersonal and verbal communication skills across diverse groups;
- High level understanding of cultural safety and its application in human service delivery;
- Comprehensive computer and digital literacy skills;
- The ability to integrate the use of qualitative and quantitative data relevant for effective program monitoring.

Desirable:

- Western Desert language skills or willingness to learn.
- Experience living and working in a remote context, or working directly with Aboriginal and Torres Strait Islander people in a DFV context.

Qualifications:

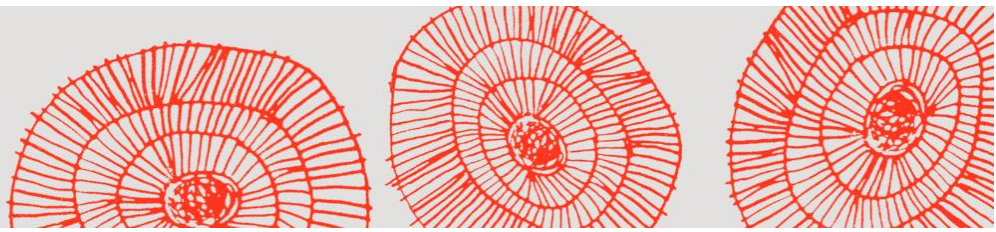
- Relevant tertiary qualifications in Social Work, Social Policy, Health, Legal or other relevant field
- Extensive relevant professional management and supervisory experience;
- Evidence of continuous professional learning and development.

Remuneration:

- Base Salary: \$125,777.29 – \$136,641.17 per year
- Plus 11 % Superannuation
- Generous Leave Entitlements
- Salary Packaging Benefits
- Annual 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 People & Workplace Services on 08 8958 2839 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

.....
Employee Name (Please Print)

.....
Employee Signature

.....
Date