

Position: Specialist Children's Domestic & Family Violence Worker

NPYWC Program: Domestic and Family Violence Service (DFVS)

Employment Details: Full-time, fixed-term contract until June 2027

Location: Remote-based position in Umuwa, APY Lands, South Australia

Base Salary: \$93,622.21 - \$102, 672.35 (negotiable based on experience) plus superannuation and other benefits including free accommodation in Umuwa (electricity, water, internet)

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

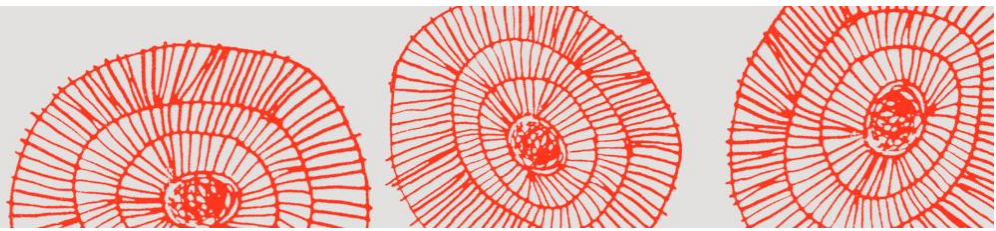
DFVS also incorporates a community programs team which provides specialist support (e.g. legal advocacy), and brings together Anangu women with lived experience of DV to provide cultural guidance to our workers, and to engage in

Your Role:

The Specialist Children's Domestic & Family Violence Worker (SCDFV) is a new role within DFVS. It is a remote-based position, based in Umuwa on the APY Lands in northern South Australia and working in surrounding communities. The worker will live in an independent dwelling on a lot that includes housing for staff from other NPYWC teams.

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

The SCDFV worker will not provide clinical mental health services, but will 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.



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 services if required, and also advocate for clients and their families in the broader social service system.

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

Your Responsibilities:

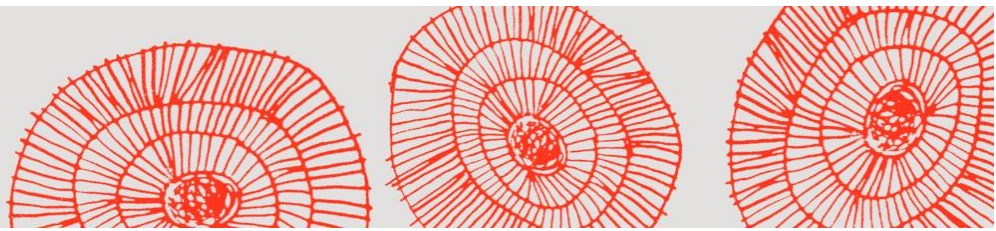
- Manage a small caseload (up to 8 clients at a time) of children and young people who are experiencing the impact of exposure to family and domestic violence
- Support clients and their families to access specialist support and advocate for them within the broader service system as needed
- Facilitate 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
- 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:

- Demonstrated ability to work effectively in a cross-cultural environment
- Demonstrated experience and understanding of trauma-informed practice in a case management setting

Qualifications:

- Tertiary qualification in social work, psychology, community development, early childhood or related field



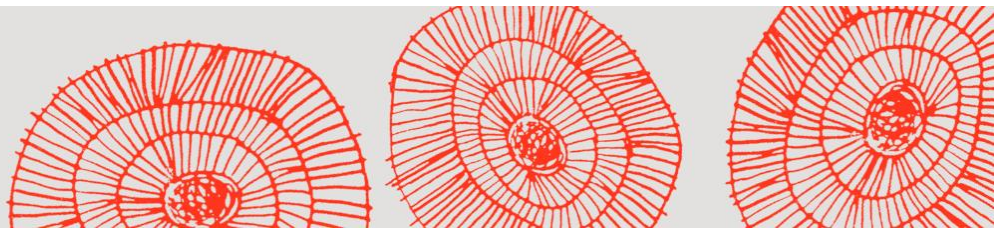
- Demonstrated understanding of and ability to work within a community development framework
- Demonstrated experience working with children and young people in a therapeutic groupwork setting
- Demonstrated understanding of the impact of domestic violence on children
- Demonstrated capacity to work autonomously in a complex environment
- Demonstrated theoretical understanding and knowledge of domestic violence in an Aboriginal Australian cultural context
- 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

Remuneration:

- Base Salary: \$93,622.21 - \$102, 672.35 per year
- 11.5 % Superannuation
- Generous Leave Entitlements
- Salary Packaging Benefits
- Relocation reimbursements
- 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 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