



JOB DESCRIPTION

Local Link Senior Education and Project Officer

Location	Alice Springs
Position Status	Full-time or Part-time will be considered
Hours of Work	Monday to Friday (8.30am – 5:00pm)
Duration	The position is subject to satisfactory completion of a 6 month probationary period and is subject to ongoing funding.
Other Conditions	Due to the nature and requirements of this role, applicants are required to be female.

Our Values

Responsive and trustworthy • Inclusive and empowering • Collaborative and accountable

Agency Overview

Central Australian Womens Legal Service delivers a holistic, culturally safe, trauma informed intensive service model across the Central Australia & Barkly regions.

At CAWLS we aspire for a future where women and their children are safe, living with dignity and respect. Our purpose is to help women in Central Australia and the Barkly Regions with their legal matters and other inter-connected issues; providing legal assistance, community legal education, and specialised support services for those affected by domestic violence.

CAWLS operates a Commonwealth funded Specialist Domestic Violence Unit and Health Justice Partnerships in Alice Springs and Tennant Creek. Through Health Justice Partnerships, CAWLS provides ongoing education and training for health service providers assisting them to identify and respond to disclosures of family violence.

CAWLS objectives are:

- To provide free and confidential legal assistance and wrap-around support;
- To increase legal literacy and understanding through the provision of legal education;
- To enable professionals to identify, support and refer victims of domestic violence to appropriate services;
- To advocate for law and policy reform seeking changes beneficial to our clients.

CAWLS is funded by the Commonwealth Attorney-General's Department, the National Indigenous Australians Agency and the Northern Territory Government.

Primary Objectives

The primary objectives of the role are to;

- Support the Education and Policy Manager to develop and formalise partnerships with identified primary healthcare providers (such as GP clinics and allied health providers);
- Develop and deliver tailored, ongoing and scaffolded education and professional development and support to frontline staff within partner services to identify and respond to disclosures of domestic, family and sexual violence (DFSV) and child sexual abuse (CSA);
- With guidance from the Education Manager and in collaboration with the Education Team, develop a clear process for audit and re-development of referral processes and resources to assist partner services identify, assess and respond to disclosures of DFSV and CSA, in line with the NT Risk Assessment and Management Framework;
- Conduct auditing and re-development of referral processes and resources to assist partner services identify, assess and respond to disclosures of DFSV and CSA in line with the established process.



- Maintain a continuous improvement and monitoring role in regard to service mapping and referral processes and pathways.
- Provide secondary consultation support to partner services in relation to identification of DFSV and CSA, risk assessment and risk management (with supervision).
- Assist with the development and facilitation of a community of practice for frontline primary health care workers responding to DFSV and CSA in Central Australia and the Barkly.
- Work with the CAWLS Education Team for the overall success of the pilot service, fulfilling obligations pursuant to funding agreements and ensuring the service is compliant with all regulatory requirements.

Key Duties

- Develop and maintain trusted relationships with primary health care providers around the provision of education and professional development, development of referral pathways and processes and provision of secondary consultation support.
- Develop and deliver high-quality legal and socio-legal education, training and professional development for health professionals and community services workers, in relation to identifying and responding to disclosures of DFSV, including through the development of eLearning tools, consistent with the NT DFSV Risk Assessment and Management Framework;
- Maintain a continuous improvement approach in relation to the production of education materials and online resources and the delivery of training packages for partner organisations;
- Conduct organisational audits of screening, risk assessment and referral pathways and processes adopted by partner services and work with the partner service to implement agreed recommendations (including incorporating revised processes into education and training materials).
- Identify relevant referral pathways and develop an up-to-date database of service providers and referral processes relevant to particular geographic locations that may be relevant to responding to disclosures of DFSV and interrelated issues (service mapping);
- Contribute to the provision of a secondary consultation service ensuring compliance with confidentiality management processes, trauma-informed principles and mandatory reporting obligations.
- Contribute to the ongoing evaluation of the Local Link pilot program, including through collection and compilation of both qualitative and quantitative data.
- Contribute to the strengthening of local networks engaged with the Local Link pilot.
- Perform other duties as directed and necessary to the proper performance of the role.
- Ensure relevant and appropriate records are kept including some data entry on CLASS data collection system, and provide written reports as requested.
- Undertake training/professional development in consultation with the Education & Policy Manager and/or Senior Management Team.

Salary and Conditions

- A competitive salary is offered depending on relevant qualifications and experience. Generous salary sacrificing is available.
- The Employer pays superannuation at 12%, four weeks annual leave plus an extra two weeks well-being leave, 12 days personal leave and other leave as per National Employment Standards.
- A supportive workplace dedicated to developing employee wellbeing and resilience.
- Excellent training and Professional Development opportunities.
- Relocation expenses are available for interstate candidates as per CAWLS policy.

Accountability

- The Senior Education and Project Officer will report to the Manager, Policy and



Education (Project Lead).

- Employment is subject to the completion of a six month probationary period, which may be extended.
- The employee will be subject to an annual performance review linked to objectives set out for the position.

Hours of Work

The position is offered as a four day per week (30 hours) or a full time position (37.5 hours).

Out of hours work will occasionally be required as some training may need to be delivered in the evening. In addition, from time to time, there are meetings, workshops and functions that may be held out of hours.

Selection criteria

Essential:

1. Certificate IV in Training and Assessment (TAA40104 or TAE40110) or equivalent, **and/or** significant experience in designing and delivering adult group training
2. Demonstrated understanding of the dynamics of domestic, family and sexual violence as it affects women and children.
3. Experience as an adult educator and/or facilitator with excellent public speaking skills;
4. Experience in developing training using e-learning methods;
5. Significant experience in consultation and design of adult education, including training needs assessment and evaluation methods.
6. Demonstrated commitment to reducing barriers to access to justice for disadvantaged groups, particularly women and children at risk of experiencing domestic, family and sexual violence.
7. Demonstrated ability to draw on experience working with client groups who may be reluctant to disclose legal issues or domestic, family and sexual violence.
8. Excellent interpersonal, oral and written communication skills including the ability to communicate with a diverse range of stakeholders in a professional and respectful manner.
9. Highly motivated, with the ability to work well under pressure and prioritise competing demands.
10. Demonstrated ability to work autonomously as well as collaboratively in a team environment
11. Personal commitment to reflection and self-care to build resilience and minimise the impact of vicarious trauma.
12. Current NT Driver's License, NT Ochre Card & Criminal History check (or the ability to obtain) & current COVID-19 vaccination.

Desirable:

- Familiarity with and experience implementing the NT DFSV Risk Assessment and Management Framework.
- Experience delivering training to the health sector
- Previous experience working in specialist DFSV service.
- Demonstrated understanding of the health service sector and the legal sector.
- Experience working with people from Culturally and Linguistically Diverse (CALD) / Aboriginal and Torres Strait Islander backgrounds.



Information for Applicants

All Cawls staff and volunteers are required to:

- Support and demonstrate Cawls values and ethics
- Act at all times in accordance with Cawls Code of Conduct, confidentiality agreement and policies which may be amended from time to time.
- Comply with Cawls Work Health Safety Policies and practices
- Support a child safe organisation, undertake a police check prior to commencement and hold a current NT ochre card at all times.
- Participate in yearly performance appraisal.

The application should include a cover letter to address the selection criteria, a detailed resume/CV, and two referees.

Apply online via

For more information contact: Alice de Brenni
CAWLS Business Manager
(08) 8952 4055
recruitment@cawls.com.au