**LGBTQ+ Group Worker**

**Ever wondered how to use your skills to help LGBTQ+ people have healthy and happy relationships?**

* We are on the lookout for someone to work across a number of ACON’s sexual, domestic and family violence (SDFV) programs, including facilitation and intakes for group programs/workshops, and being a family support worker for our behaviour change program as part of our SDFV team in the Health Equity and Harm Reduction Division.

**What LGBTQ+ workshops/groups you say?**

* LGBTQ+ Survivor Groups is an 8-week intervention for people experiencing SDFV. It offers an important space for LGBTQ+ people to get support after an experience of violence in a safe and affirming group. This role sits in the SDFV team whose main goals are ending gender-based violence and supporting LGBTQ+ people who use or have experienced violence in NSW.
* ACON’s healthy relationship workshops are a 4-week (one night a week), NSW based program for any LGBTQ+ person who wants to learn about healthy relationships. The workshops provide a safe and respectful environment for LGBTQ+ community members of all genders to share their experiences, understand factors that contribute to healthy relationships and learn new skills to create healthier relationships with their loved ones. The weeks content is all linked to four main themes: 1. Respect and Values, 2. Communication and Boundary Setting, 3. Sex and Consent, and 4. Conflict Resolution.
* ACON’s strengthening LGBTQ+ community responses to disclosures of sexual violence workshops are a full day and NSW based. The workshops are for any LGBTQ community and allies to upskill their knowledge and capacity to build healthy consent focused environments and learn how to confidently respond to disclosures of sexual violence. These workshops are designed to provide a safe space for people to learn and understand more about sexual violence in LGBTQ+ communities including how to prevent it and how to respond to it.
* Proud Partners is a 10-week therapeutic behaviour change program for any LGBTQ+ person who may be concerned about their behaviours in a relationship. This role will only be for family support worker duties, we will have someone in charge of this program separate to this advertised role.

**Ok, so what’s the role?**

The LGBTQ+ Group Worker is essentially to run short-term solution-focused support via facilitating survivor groups for LGBTQ+ people in the area of SDFV. You will:

* …Co-facilitate LGBTQ+ groups both in person and online.
* ...Conduct intakes for ACON groups such as the Survivor Group, and our Healthy Relationship workshops.
* ...Be the family support worker for Proud Partners, ACON’s all gender behaviour change program.

**Who are we looking for?:**

* … Someone who can lead with compassion and who is passionate about supporting the health and wellbeing of LGBTQ+ people who have experienced SDFV.
* … Someone with an understanding of ACON’s communities and the unique complexities of working with LGBTQ+ clients who have experienced SDFV.

**What else can we tell you?**

ACON provides a colourful, nurturing, and fun workplace. Our employees and volunteers are the foundation for our ongoing effectiveness and for our capacity to deliver innovative community engagement and health promotion programs and initiatives for our communities.

To support the successful candidate in their new role at ACON we offer:

* Flexible working arrangements.
* Generous learning and development opportunities.
* Potential for tailored mentoring opportunities.
* Supportive working environment with a knowledgeable and friendly team.

We provide a flexible and supportive working environment. You’ll be a part of the Sexual, Domestic and Family Violence team, in the Health Equity and Harm Reduction Division. A highly focused and caring team who are responsible for health promotion and awareness raising about LGBTQ+ people experiencing sexual, domestic and family violence in NSW.

**What’s the remuneration and working details?:**

**Salary**: $101,350 (TRP) – commensurate with skills, qualifications, and experience.

**Location**: ACON’s Gadigal/Sydney Office, with <<flexible working options (away from the office).

**Hours:** Fixed Term Full Time (70 hours per fortnight) on a 1.5-year fixed term contract with the possibility of extension.

We offer flexible working arrangements and a generous array of entitlements often above the National Employment Standards (NES) including:

* Salary Packaging up to $35,000 gross up value (i.e., currently up to $15,900 Expenses + $2,650 Meals, tax free).
* Generous pro-rata leave entitlements – including up to an extra week of paid leave for full time employees to be taken during our Christmas and New Year’s shutdown period.
* Employee Assistance Program (EAP) – access to a comprehensive counselling service free to employees.

**How can I find out more details and apply?:**

If this sounds like you, we invite you to apply to join our team and help us make a meaningful impact on the lives of those we serve. By joining us, you will be part of a mission to create a healthier and more inclusive community.

We’d love someone who has experience already in this area but people at all levels of experience are absolutely welcome to apply. We highly encourage Aboriginal and Torres Strait Islander people, people from CALD backgrounds, people with disabilities, and people of all genders to apply.

For more information on the role, please contact Jade Parker, Acting Manager – Sexual, Domestic and Family Violence, via email at jparker@acon.org.au

If this sounds like the position and organisation you’ve been looking for, find out how to apply at www.acon.org.au/jobs.

All applications must include:

1. Your completed *ACON Employment Application Form* – with all the details filled in where requested;
2. Your *Cover Letter* outlining how you meet the *Selection Criteria* (max. 2 pages); and
3. Your *Resume* (max. 3 pages).

**Applications close: Sunday 1 September 2024**

We are grounded in the belief that diversity is our strength, our differentiator, and at the core of who we are and what we do. As part of our commitment to inclusion, we encourage applications from people living with HIV, Aboriginal and Torres Strait Islander people and LGBTQ people from culturally, linguistically and ethnically diverse, migrant and refugee backgrounds, and LGBTQ people of colour.

[www.acon.org.au](http://www.acon.org.au)

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**POSITION DESCRIPTION**

**Position Title:** LGBTQ+ Group Worker – Sexual, Domestic and Family Violence

**Work Level:** Professional

**Reports To:** Acting Manager – Sexual, Domestic, Family Violence

**Direct Reports:**  This position does not have any employees reporting into it

**Position Overview**

This position includes working across a number of ACON’s sexual, domestic and family violence (SDFV) programs, including facilitation and intakes for survivor groups, healthy relationship workshops, sexual violence disclosure workshops and being a family support worker for our behaviour change program. Other position responsibilities will be to work collaboratively with the wider SDFV team, and contribute to team goals.

LGBTQ+ communities are expansive and diverse, and include LGBTQ+ people who are Aboriginal and/or Torres Strait Islander, culturally and linguistically diverse, on temporary visas, with disability, older, living in regional, rural and remote locations, at risk of incarceration or exiting imprisonment, and victim-survivors leaving violent situations.

**Main Activities**

* Facilitate LGBTQ+ groups both in person and online for people who have experienced sexual, domestic and family violence, people who want to upskill around responding to disclosures, and LGBTQ+ people who want to learn about healthy relationships. Assist in the facilitation and coordination of ACON workshops along with the wider team.
* Conduct intakes for ACON groups such as the Survivor Group, our Healthy Relationship workshops and others.
* Be the family safety worker for Proud Partners, ACON’s all gender behaviour change program.
* Keep group manuals updated and implement community feedback when needed.
* Maintain and ensure the confidentiality of client files and service data quality and collect consistent and accurate clinical outcome measures for therapeutic intervention and to demonstrate service outcomes.
* Work in consultation and collaboration with ACON staff, community, and professional stakeholders to deliver program outputs that meet the needs of LGBTQ+ communities and improve health, access and equity.
* Maintain appropriate and timely statistics, administrative records, and written reports.
* Contribute to activities under ACON’s Reconciliation Action Plan, Blueprint for Trans Health Equity, and Multicultural Engagement Plan.
* Actively participate in and contribute to an ongoing process of supervision, Division meetings, team and unit meetings, general staff meetings, quality improvement and professional development opportunities.
* Perform other duties to assist with the work of the Sexual, Domestic and Family Violence team and Division as requested by your supervisor (or designate).

**Selection Criteria**

**Essential:**

* Relevant experience and, or qualifications in the sector, and/or tertiary qualifications in social work, counselling, psychology or similar (proof of registration with accredited professional bodies required).
* Demonstrated experience working with clients in the field of SDFV, particularly in a group setting.
* Understanding of ACON’s communities and the unique complexities of working with LGBTQ+ clients who have experienced SDFV.
* Detailed understanding of the drivers and impacts of sexual, domestic and family violence on LGBTQ+ people and communities, and commitment to the provision of services from an intersectional, feminist, strengths-based, trauma-informed perspective that values the lived expertise of victim/survivors.
* Demonstrated experience undertaking intakes and psychosocial assessments, goal setting and care planning, advocacy, building referral pathways, risk assessment (suicide risk and SDFV risk), and use of evidence-based Client Outcome Measurement tools.
* Demonstrated excellent communication skills including active listening, empathy, negotiation, conflict resolution and giving and receiving feedback.
* Applicants must provide evidence of full COVID-19 Vaccination, in addition to any other vaccination required to perform the role.

**Desirable:**

1. A demonstrated understanding of the workings of the LGBTQ+ health and community sector.
2. Demonstrated skills and experience in several short-term interventions such as Cognitive Behavioural Therapy, Narrative Therapy, Solutions Focused Brief Therapy, Response Based Practice, Acceptance and Commitment Therapy, Motivational Interviewing and Positive Behavioural approaches.
3. NSW drivers license (as workshops will be run across NSW Greater Sydney area)

**How do I apply?**

You must email us the following three documents in MS-Word or PDF format to vacancy@acon.org.au:

* + 1. **Your completed ACON application form – with all the details filled in**

You can download this at <https://www.acon.org.au/about-acon/jobs/>

* + 1. **Your Cover Letter outlining how you meet the Selection Criteria**

Tell us how you meet each of the Selection Criteria in the Position Description in detail.

Tell us how your skills and experience relate to the requirements of the role and how you’d use them to excel in this job.

To do this, please address each criterion separately. You should use statements with examples that clearly demonstrate your competency in a particular area.

Applicants who do not demonstrate that they meet the requirements of the position will not be invited to attend an interview.

* + 1. **Your Resume**

Tell us about your current and previous employment and your education. Be sure to include:

1. Your **Name**, **Contact Details** and preferred **Pronouns**.
2. Your **Education** including any degrees you have received, the institution and its location and the date of your graduation. You might also want to include your major/minor fields, any honours, and publications.
3. Your **Work Experience** including jobs, internships, and volunteer work.

**How does recruitment work at ACON?**

There are five main steps in the process:

**1) Application**

ACON receives your application, cover letter and resume. You will receive an email acknowledging receipt of your documents.

**2) Shortlisting**

A selection panel of 2-4 qualified persons will review all the applications and offer interviews to those applicants whose applications best address the requirements of the position.

**3) Interview**

If you are shortlisted for interview, you will be contacted by the Recruiting Manager and invited to an interview. Your interview may take the form of a question-and-answer session, a presentation of your previous work, a test of your computer skills, or any other form that is relevant to the position. The Recruiting Manager will let you know the format of the interview and any documents, presentations, or examples of previous work that you might need to bring with you.

**4) Offer**

Appointments to positions with ACON are based on merit. This means that the applicant who is judged to be the most qualified and capable of carrying out the duties of the position will be offered the role. The decision to make you an offer is based on your written application, your performance at interview, and successful Referee Checks, Criminal Record Checks, Proof of Vaccination and Working with Children Checks (if applicable).

**5) Acceptance and Commencement**

Once a salary and start date have been agreed, you will receive a commencement pack from the People and Culture Team including your contract and other documents (E.g., the ACON Code of Conduct, Tax File Declaration, Bank Deposit details, Superannuation Choice forms, etc.). Once these are returned to the People and Culture team, you are ready to start work on your agreed date.

**How long does it take to hear back on my application?**

If you have applied via email, you will be sent a return email within 1-3 business days acknowledging receipt of your application, and informing you of the date by which all successful applicants will be notified they have progressed to the next stage of the recruitment process. If you have not been contacted by this date, then unfortunately your application has not been successful.

If you are successful in gaining an interview, the Recruiting Manager will contact you to arrange a suitable date and time for interview. If you are not selected for an interview, you will not receive any further notifications regarding your application for this role. We appreciate the time you took to respond to our advertisement, and for your interest in ACON, and encourage you to apply for future roles that are advertised that fit your skills, experience, and qualifications.