**Project Lead – Proud Partners Behaviour Change**

**Ever wanted to run an all-gender behaviour change program for LGBTQ+ people?**

**Now’s your chance!**

* We are on the lookout for someone to join the Sexual, Domestic and Family Violence team in our Community Health division to lead the implementation of our Proud Partners Behaviour Change Program.

**What’s Proud Partners you say?**

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 position falls within ACON’s Sexual, Domestic and Family Violence team whose main goal is ending gender-based violence and supporting LGBTQ+ people who use or have experienced violence in NSW.

**Ok, so what’s the role?**

The Project Lead – Proud Partners Behaviour Change will provide clinical and operational lead for ACON’s behaviour change work, including resource development, consultations and ongoing evaluation of project. You will:

* Provide clinical assessment and behaviour change support to LGBTQ+ people of all genders who use violent and controlling behaviours.
* Co-facilitate behaviour change groups for LGBTQ+ people of all genders.
* Lead on clinical and operational aspects of the program including conducting intakes, safety planning and risk assessments.

**Who are we looking for?:**

* Someone passionate about creating positive changes in behaviour so people can be supported to have healthy and safe relationships.
* A person who feels comfortable and confident to take initiative and can work autonomously within a collaborative team.

**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 Community Health 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**: $109,953 – $112,257 (Gross *per-annum, PLUS* S*uperannuation and Leave Loading*) – commensurate with skills, qualifications, and experience.

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

**Hours:** Permanent, Full time (70 hours per fortnight) on a 1-year fixed term contract.

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 Eloise Layard, Acting Director – Community Health via email at [elayard@acon.org.au](mailto:elayard@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 23 February 2025**

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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| APPROVED: Acting Director, Community Health | Project Lead – Proud Partners Behaviour Change | Dec 2024 |

**POSITION DESCRIPTION**

**Position Title:** Project Lead – Proud Partners Behaviour Change

**Work Level:** Specialist

**Reports To:** Acting Director - Community Health

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

**Position Overview**

This role provides clinical assessment, group-work and support to LGBTQ+ people of all genders who use violence or controlling behaviours, participating in ACON’s Proud Partners Program – part of our growing Sexual, Domestic and Family Violence team.

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 ACON’s *Proud Partners Program* (PPP) in Sydney and online, working with LGBTQ+ people of all genders who are worried about their behaviours in relationships.
* Provide behaviour change focused group-work both in person and online, in accordance with program guidelines for the delivery of Men’s Behaviour Change Programs.
* Provide direct contact intakes and safety planning for the service users participating in the program.
* Follow-up on matters pertaining to service users participating in the PPP, including management of risk.
* Participate in the debriefing sessions at the end of each Proud Partners session and participate in regular professional supervision.
* Use leading practice to 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, in line with ACON policies and the minimum data set outlined in the NSW Practice Standards for Men’s Behaviour Change Programs.
* Progress the registration of ACON and the Proud Partners Program as compliant with the NSW Practice Standards for Men’s Behaviour Change Programs.
* 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 key strategic plans in line with other priorities, including the Reconciliation Action Plan, Multicultural Engagement Plan, and Blueprint for Trans Health Equity.
* Actively participate in, and contribute to building an effective and positive team culture, continuing professional development, information exchange and quality improvement activities.
* Actively participate in, and contribute to an ongoing process of supervision, Division meetings, team and unit meetings, and general staff meetings.
* Champion the development and sustained implementation of diversity and inclusion initiatives within the workplace, actively promoting a culture that respects, celebrates and cultivates differences among staff and volunteers.
* Perform other duties to assist with the work of the wider Sexual, Domestic and Family Violence team and Division as requested by your supervisor (or designate).

**Selection Criteria**

**Essential:**

1. Relevant experience and, or qualifications in the sector, and, or tertiary qualifications in social work, counselling, psychology, behaviour change or similar (proof of registration with accredited professional bodies required).
2. Demonstrated experience working with clients in behaviour change, particularly in a group setting.
3. 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.
4. 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.
5. Demonstrated excellent communication skills including active listening, empathy, negotiation, conflict resolution and giving and receiving feedback.
6. Evidence of up-to-date recommended vaccinations to meet any Department of Health requirements for the role.

**Desirable:**

1. A demonstrated understanding of the workings of the LGBTQ+ health and community sector.

**Additional Information**

This is a full-time position available on an initial 1-year fixed term contract.

**How do I apply?**

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