

# POSITION DESCRIPTION



## Early Intervention Facilitator

### The Men's Project

#### About Jesuit Social Services

Jesuit Social Services is a social change organisation working to build a just society where all people can live to their full potential. We do and we influence. We accompany people and communities to foster and regenerate the web of relationships that sustain us all – across people, place and planet; and we work to change policies, practices, ideas and values that perpetuate inequality, prejudice and exclusion.

#### Our Vision

Building a Just Society

#### Our Mission

Standing in solidarity with those in need, expressing a faith that promotes justice.

#### Our Values

- Welcoming – forming strong, faithful relationships
- Discerning – being reflective and strategic in all we do
- Courageous – standing up boldly to effect change

#### Our Purpose

We work to build a just society where all people can live to their full potential – by partnering with community to support those most in need and working to change policies, practices, ideas and values that perpetuate inequality, prejudice and exclusion.

#### Position details

POSITION TITLE:	Early Intervention Facilitator
PROGRAM:	The Men's Project
LOCATION:	Richmond
REPORTING RELATIONSHIPS:	Manager - early intervention and strategic projects, The Men's Project
EFFECTIVE DATE:	January 2025

## Position Purpose (max 3 dot points)

- To use professional knowledge to guide and inform design, implementation, facilitation and evaluation of multiple at-risk psycho-education programs that reduce gendered violence.
- Provide program team with professional knowledge on intersectionality of trauma and healthier masculinities that engage at risk young people in behaviour and/or attitudinal change.
- To use professional knowledge to provide a culturally responsive lens on program topics and delivery.

## Program Purpose

The Men's Project.

The Men's Project is an initiative of Jesuit Social Services launched in 2017. We provide leadership on the reduction of violence and other harmful behaviours prevalent among boys and men and build approaches to improve their wellbeing and keep families and communities safe.

Our vision is for good men, respectful relationships and safe communities.

We will achieve this by:

promoting positive change around gender norms and stereotypes and what it means to be a man in the 21st century;

learning from and expanding programs that build positive relationship skills and improve the wellbeing of boys and men; and

developing innovative ways to stop cycles of violence and harmful behaviour among boys and men.

Current priorities for The Men's Project include:

research into better understanding the attitudes and behaviours of boys and young men;

developing new early intervention approaches with a focus on educational settings; and

piloting innovative responses working with perpetrators of adolescent family violence.

The Men's Project builds on Jesuit Social Services' 45-year engagement with boys and men in trouble, but it will also involve us leading new work to reduce violence, to improve the wellbeing of boys and men, and to keep families and communities safe.

### **Targeted early intervention with young men and boys to prevent violence**

This role will be focused on the implementation of an early intervention project in non-mainstream school and community settings, with boys and young men at risk of using violence. The project has commenced and will run until September 2025, and aims to:

Trial models across several pilot sites that engage at-risk boys and young men aged 12-25 years, from diverse communities, to challenge harmful gender norms, promote more flexible ideas about what it means to be a man, address violence-supportive attitudes and behaviours and build skills (e.g. self-regulation; challenging sexist behaviour as a bystander) that can contribute to reducing violence.

Build the capacity of key workforces to work with boys and young men to prevent violence including (but not limited to) by promoting positive conversations about gender, challenging rigid masculine stereotypes and engaging as a bystander.

Working in collaboration with an independent evaluator, build the evidence base to understand the extent to which the program is likely to improve outcomes for participants.

## Duties of the position

- Support the implementation and refinement of an early intervention project working with young people at risk of using violence.
- Working with the program team, co-facilitate trauma-informed therapeutic group work with at-risk young people and staff working with at-risk young people.
- Provide 1:1 therapeutic follow up with participants, as needed, to develop goals and encourage them to use appropriate coping mechanisms that help them reduce violence.
- Working with the program team, engage with young people and staff working for program partners to shape the development and design of the program.
- Working with the program evaluator, contribute information, understanding and advice on the learning, behaviour and progress of young people in programs.
- Working with the program team, develop, implement and refine professional development sessions for staff working with at-risk young people.

## Key Selection Criteria

1. Therapeutic experience in the design, delivery, scale up and embedding of early intervention projects to reduce adolescent violence.
2. Ability to understand and challenge violence supportive attitudes and implement relationship-based strategies to help young people regulate and learn alternative ways to problem solve without violence and ways of being.
3. Experience creating and delivering therapeutic projects with those who have lived experience of trauma and violence, knowledge of the major risk factors for youth violence, including exposure to risk factors during developmental years.
4. Demonstrated experience in the design and delivery of trauma informed and relationship-based practice training to improve workforce capacity to support at-risk young people.
5. Demonstrated experience working with multicultural youth, using or at-risk of using violence, applying a variety of approaches and prevention strategies, in small groups, holding violence behaviours to account while displaying a non-judgmental attitude.

## Key Performance Indicators

- Successful execution of an agreed program of work within agreed timelines and budget, monitoring and evaluation, communication of learnings and outcomes.
- Use of therapeutic skills and experience to guide content development and facilitate group work and follow up responding to issues as they arise.
- Timely and satisfactory completion of all administrative and reporting duties.
- Consistently develop concurrent aspects of the project as the evaluation progresses.
- Use of cultural knowledge to support team members and improve program outcomes.

## Key responsibilities of Jesuit Social Services Employees

### Service delivery/ Practice Framework (program delivery roles)

- Engage and build positive and constructive relationships with internal and external stakeholders and program participants
- Deliver services consistent with program guidelines, relevant legislation and funding agreements
- Communicate clearly with others
- Manage competing priorities in a high-volume work environment
- Fulfil the reporting and administrative requirements associated with the position
- Other duties as required.

### Service delivery/ Practice Framework (share services roles)

- Engage and build positive and constructive relationships with internal and external stakeholders
- Deliver services consistent with shared services guidelines, relevant legislation and funding agreements
- Communicate clearly with others
- Manage competing priorities in a high-volume work environment
- Fulfil the reporting and administrative requirements associated with the position
- Other duties as required.

### Team work and supervision (program delivery)

- Work effectively as part of a team, contributing to group outputs and reflective practice
- Actively participate in regular supervision with the line manager, staff meetings and professional development opportunities.

### Team work and supervision (shared services roles)

- Work effectively as part of a team, contributing to group outputs
- Actively participate in regular supervision with the line manager, staff meetings and professional development opportunities.

### Continuous Improvement and Professional Standards

- Demonstrate a commitment to own learning and development
- Commitment to risk management and continuous quality improvement processes
- Compliance with relevant legislation, Code of Conduct, policies and procedures of Jesuit Social Services

### Diversity, inclusion and culture

- Demonstrate respect and acceptance of diversity at all times and provide culturally appropriate support to all including Aboriginal and Torres Strait Islander peoples and those who identify as LGBTQIA+
- Interact with staff, participants and other stakeholders in a manner that is inclusive, respectful and non-discriminatory

- Demonstrate understanding, and a capacity to provide leadership in, the identity and ethos of Jesuit Social Services.

### **Mandatory Position Requirements**

- Current National and International (where required) Police Check
- Current Employee Working with Children Check
- Valid and current Australian Driver's License
- Proof of eligibility to work in Australia

### **Safeguarding Children and Young People**

Jesuit Social Services takes child protection seriously, we undertake a range of checks and processes to ensure safeguarding of children, and you are required to meet the behavior standard outlined in our Code of Conduct.

### **Conditions of Employment**

Conditions of employment are in accordance with the current Jesuit Social Services Collective Agreement and Jesuit Social Services Policy & Procedures, including the Code of Conduct.

### **Employee Acknowledgement**

I, \_\_\_\_\_ (please print name) acknowledge that I have read and understood the contents of this position description.

**Employee Signature:**

\_\_\_\_\_

**Date:** \_\_\_\_\_

**Position Description Approved by:**  
**GM or ED**

**Position Description Review Date:**  
**3 months from effective date**