

POSITION DESCRIPTION



Senior Lead Harmful Sexual Behaviour Prevention

WASAPP – 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

1. Welcoming – forming strong, faithful relationships
2. Discerning – being reflective and strategic in all we do
3. 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: Senior Lead – Harmful Sexual Behaviour Prevention

PROGRAM: WASAPP – The Men’s Project

LOCATION: Richmond

REPORTING RELATIONSHIPS: This position reports directly to “Manager – Stop It Now!”
This position doesn’t have any direct reports

EFFECTIVE DATE: November 2024

Position Purpose

- Lead the design, development, establishment, and evaluation of an online resource and helpline for children and young people worried about their sexual thoughts and behaviours including harmful sexual behaviour and pornography use.
- Lead the development and management of relationships with key stakeholders in harmful sexual behaviour networks, government, victim-survivor organization, law enforcement and others to build awareness and support for WASAPP to facilitate the effective establishment of the service, and future partnership and funding opportunities.
- Provide harmful sexual behaviour knowledge and practice expertise to embed effective practice approaches in the design and establishment of a harmful sexual behaviour prevention program for children and young people. Utilise this expertise to feed into our child sexual abuse prevention agenda including service development, advocacy and research.

Program Purpose

The Men's Project

The Men's Project is an initiative of Jesuit Social Services launched in 2017. It provides leadership on the reduction of violence and other harmful behaviours prevalent among boys and men, and builds 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:

- research to understand the behaviours and underlying attitudes of men and boys including related to violence, child sexual abuse and the well-being of men and boys themselves.
- promoting positive change around gender norms related to what it means to be a man in the 21st century as well as building skills to intervene to prevent violence; and
- developing innovative ways to stop cycles of violence and harmful behaviour among boys and men.

Current priorities for The Men's Project include:

- drawing on our Man Box research and child sexual abuse prevalence study, building a greater understanding of perpetration including opportunities for prevention and early intervention;
- supporting people who work with men and boys every day (e.g. teachers, sports coaches, social workers) to prevent violence and improve the well-being of men and boys;
- developing new early intervention approaches with adolescents at-risk of using violence;
- strengthening early intervention responses for adults and young people to prevent child sexual abuse; and
- drawing on our grounded practice experience, advocating for systemic changes that seek to prevent violence and child sexual abuse.

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

Worried About Sex and Pornography Project (WASAPP)

WASAPP is an action research collaboration between the University of Melbourne and Jesuit Social Services that aims to work with young people concerned about sexual thoughts and behaviours. It has been developed alongside our collaboration to establish the Stop it Now!

Program in Australia. Stop it Now! Is primarily designed to prevent child sexual abuse by engaging adults worried about their sexual thoughts and behaviours in relation to children, as well as concerned family and friends, and professionals. Stop It Now! Includes access to an anonymous live chat service to work with adults concerned about child sexual abuse with the aim of preventing harm.

The recent Australian Child Maltreatment Study (Matthew et al., 2024) indicated that child sexual abuse carried out by another young person is the most common form of child sexual abuse for Australians aged 16-24 years old. Although there are a range of well-established services that respond to harmful sexual behaviour, there are currently no national online secondary prevention services in Australia that work with children and young people who are worried about their sexual thoughts or behaviours. The importance of addressing harmful sexual behaviour (HSB) via primary, secondary and tertiary strategies was highlighted by the Royal Commission into Institutional Responses to Child Sexual Abuse (2017).

WASAPP aims to enhance preventive responses by establishing an online early intervention service for children and young people who are at risk of engaging in HSB to prevent the onset or reoccurrence of harmful sexual behaviour. The program will include online resources which young people can access independently regarding questions and concerns about sex, pornography, child sexual abuse material, concerning sexual behaviour between peers, and other themes relevant to the prevention of HSB. Alongside the online resource the program will include an anonymous helpline where young people can access support, psychoeducation and advice from experienced practitioners to support them to lead a happy and harm free life.

The objectives of the program is to build, pilot and evaluate an effective HSB early intervention service for children and young people which is fit for upscale by the federal government. The next stages of the program include:

1. **Undertaking stakeholder consultation** about practice structure, legal issues, risk mitigation and referral pathways
2. **Development of a practice model, program logic, theory of change and other required foundational documents**
3. **Generate evidence** about HSB pathways, including potential pathways into adulthood (led by University of Melbourne)
4. **Build an online early intervention service which includes:**
 - a. content and resources for the website
 - b. practice and physical infrastructure for an anonymous helpline
5. **Pilot the service for 12 months**, feeding process evaluation findings back into service delivery
6. **Undertake an outcomes evaluation**, including consulting users of the service about impacts.

Duties of the position

- Lead project development and oversight including defining the scope and deliverables of the program and ensuring these are delivered within agreed timelines.
- Lead the development and establishment of an anonymous online resources and helpline for children and young people worried about their sexual thoughts and behaviours including harmful sexual behaviour and pornography use.

- Provide practice expertise and leadership including development of online resources, practice model, practitioner training resources and other practice content to build a service which imbed best practice approaches and offers a trauma-informed and non-judgmental service, which prioritises the safety of children.
- Engage and consult with a wide range of stakeholders to inform approach and identify opportunities including developing referral pathways, developing national advisory group, exploring partnerships and funding opportunities.
- Work in collaboration with the University of Melbourne to develop evaluation framework, and engagement with young people regarding service design, development and evaluation.
- Identify emerging needs and trends regarding harmful sexual behaviour and feed into our child sexual abuse prevention agenda including advocacy, research and service development.

Key Selection Criteria

1. Postgraduate degree in social work, psychology, or a related field.
2. Extensive experience in working with young people who have displayed harmful sexual behaviour and ability to demonstrate expertise in effective practice approaches.
3. Strong capabilities in project management, including capacity to build and maintain productive relationships and work collaboratively with key stakeholders and partners
4. Strong verbal and written communication skills, including the ability to synthesise and communicate complex information, and summarise written content that is accessible and engaging for young people.
5. Strong conceptual and analytical skills, with a demonstrated ability to work autonomously to develop innovative solutions to complex problems

Key Performance Indicators

- Effective management and completion of key design, consultation and development activities for WASAPP within agreed timelines. This includes timely progression and completion of content development, program advisory group development, consultation with young people, practice framework development and administrative requirements.
- Development and delivery of an online resource for children and young people worried about sex and pornography including harmful sexual behaviour - in line with the best practice, effective practice frameworks, and other operating requirements (e.g. legal requirements, national practice principles etc.)
- Evidence of the development and maintenance of effective relationships with key internal and external stakeholders which includes key priority sectors (e.g. law enforcement, victim-survivor organisations, harmful sexual behaviour network, government, potential funders and universities)
- Expansion of our child sexual abuse prevention agenda to include innovative advocacy, research and/or service development items regarding harmful sexual behaviour prevention.
- Successful implementation of an evaluation framework in collaboration with University of Melbourne

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.

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.

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

Mandatory Position Requirements

- Current National and International (where required) Police Check
- Current Employee Working with Children Check
- 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:

Matt Tyler

**Executive Director - Community and
Systems Impact**

Position Description Review Date:

2 years from effective date