



## **ZIG ZAG YOUNG WOMEN'S RESOURCE CENTRE INC**

### **Community Responses to Violence and Youth Homelessness**

#### **POSITION DESCRIPTION**

<b>Position Title:</b>	Community Responses to Violence and Youth Homelessness
<b>Program Designation:</b>	Sexual Assault Team
<b>Status:</b>	Permanent, Part Time
<b>Hours of Employment:</b>	64 -76 hours per fortnight (negotiable)
<b>Pay Award and Classification:</b>	SCHCADS Award Level 5

Although there is some flexibility in working hours, according to the needs of the team, it is expected that as far as possible this position is worked to cover the service operating hours Monday - Friday between 9am – 5.00pm. Specific work hours and days will be negotiated with the CEO with reference to your own needs, the needs of the Sexual Assault Programs, and the broader needs of Zig Zag. This position may occasionally require some after hours or weekend work as directed by the CEO and/or Management Committee.

#### **FUNDING**

This position is contingent on recurrent funding from the Queensland Department of Justice and Attorney General. Should funding be discontinued employees of the service will be advised with as much notice as possible and obligations under the relevant Award/Agreement/legislation fulfilled.

#### **REPORTING AND ACCOUNTABILITY**

This position is directly employed by Zig Zag, and is accountable to the Team Leader, Sexual Assault Program, and indirectly to the CEO and to the Zig Zag Management Committee. All employees are expected to engage in supervisory processes and to be accountable for all aspects of their work at Zig Zag.

#### **SEXUAL ASSAULT TEAM OBJECTIVE**

The Community Responses to Violence and Youth Homelessness Worker will work collaboratively and supportively within the Zig Zag Sexual Assault Program team in the effective delivery of information and support on issues relating to sexual assault, and in the provision of high-quality therapeutic support services to young women and gender diverse survivors of sexual

violence. The Sexual Assault Program team achieves this through the provision of individual counselling and support, support groups, community education on the nature and dynamics of sexual assault, and the development of professional training resources on issues relating to responding appropriately to young women and gender diverse survivors.

### **POSITION OBJECTIVE**

The Community Responses to Violence and Youth Homelessness Worker position is responsible for engaging young people in the development of creative community responses to sexual violence, domestic and family violence and youth homelessness through consultations, development of culturally specific community resources, events and social action, and facilitation of group programs.

The Community Responses to Violence and Youth Homelessness Worker position will also strengthen Zig Zag's capacity engage in alternative justice responses and the development of creative community responses to violence and youth homelessness through undertaking research on successful models and community interventions, and the development of community partnerships to strengthen and create new knowledge to support creative community responses to sexual violence, domestic and family violence and youth homelessness.

All employees are required to work within the bounds set by the Zig Zag mission statement, philosophy and practice framework. All employees are required to implement and adhere to the guidance provided by Zig Zag policy and procedures. This involves a commitment to:

- utilising intersectional feminist and social justice principles in practice;
- working within a self-management framework;
- actively contributing to teamwork and team care;
- utilising collaborative decision-making processes, which requires a high degree of participation, communication, and personal responsibility; and
- utilising consultative and transparent processes.

### **PRIMARY DUTIES:**

#### **1. Engage young people in the development of creative community responses to sexual violence, domestic and family violence and youth homelessness**

- Plan, develop and implement culturally safe and appropriate consultations with marginalised young people who have experienced sexual violence, domestic and family violence, and homelessness; and provide opportunity for young people to critique community responses to violence and youth homelessness.
- Work collaboratively alongside young people including First Nations young people, young people from CaLD backgrounds, young LGBTQ+ people, and young people with disabilities, in developing culturally specific community resources, events, and social action to raise awareness of the intersections of oppression and impacts of interpersonal

violence (violence *within* communities) and state violence (violence *directed at* communities).

- Work collaboratively alongside young people in the development, implementation, and evaluation of a group programs and resources to enhance young people’s knowledge, skills and experience in engaging in creative community responses for the prevention of violence and youth homelessness.

## **2. Strengthen Zig Zag’s capacity to engage in alternative justice responses and the development of creative community responses to sexual violence, domestic and family violence and youth homelessness**

- Undertake research of existing models, programs and community resources on alternative justice responses including transformative justice responses, and successful community interventions for responding to violence and youth homelessness.
- Work collaboratively in the development, implementation, and evaluation of group programs, community education and capacity building, and social action projects to strengthen and create new knowledge to support creative community responses to sexual violence, domestic and family violence, and youth homelessness.
- Ensure appropriate documentation and record keeping for all group programs, community education and capacity building, and social action projects.

## **3. Utilise collaborative approaches to build effective community partnerships**

- Liaise, consult and develop appropriate connections with community elders, leaders and community groups.
- Work collaboratively in the development of effective community partnerships to support sustainable creative community models for responding to violence and youth homelessness.

## **4. Organisational and team participation.**

Zig Zag is an intersectional feminist organisation that uses collaborative decision-making processes. Many operational and service delivery related decisions are made within the made within the Zig Zag Program Teams, and the wider Staff Team including support workloads, capacity management and approaches to direct service delivery. The Community Responses to Violence and Youth Homelessness Worker requires a high degree of skills in collaborative decision making and will be accountable to their team and the organisation for decisions made. Each team member is expected to foster and maintain a supportive team environment through the consistent use of open and respectful communication. The following list identifies tasks that the Community Responses to Violence and Youth Homelessness Worker is expected to participate in with respect to the general operations of the organisation.

### **Organisational Participation at Zig Zag**

- Prioritise participation in staff meetings and whole of staff group supervision where appropriate and as negotiated with the CEO.
- Active participation in monthly internal supervision and regular external supervision.
- Represent Zig Zag and its programs appropriately and professionally within the community.
- Advocate on behalf of Zig Zag as determined by staff and/or Management Committee.
- Provide input into organisational systems and policy development to support best practice.
- Participate in organisational planning, review and evaluation, including strategic and operational planning activities.
- Where possible and appropriate, be actively involved in project development including the acquisition of funds.

### **Participation in Zig Zag Sexual Assault Program Team Processes and Practice Approaches**

- Active participation in team decision-making processes including Sexual Assault Program team meetings and team group supervision sessions where appropriate, and as negotiated with the Team Leader.
- Active embracement of a team culture that is supportive, accountable, transparent and self-reflective, and that supports a high level of ethical practice;
- Contribution to the review and development of policies and procedures directly related to the service delivery functions where appropriate.
- Developing and maintaining collaborative, respectful and purposeful relationships with other organisations and workers across the sector.
- Active embracement of a team culture that is supportive, accountable, transparent and self-reflective, and that supports a high level of communication and ethical practice.
- Attendance at relevant training as negotiated within the Sexual Assault team and Team Leader.
- Participation in the documentation and evaluation of programs and/or activities delivered **by** Zig Zag.
- Collection of relevant reporting data for the funding body and contribution to other reporting requirements including monthly reports to Management Committee and input into Zig Zag's Annual Report.
- Undertaking administrative and accountability responsibilities relevant to your role within the organisation.
- Participation in relevant sector forums and networks.

## **ESSENTIAL REQUIREMENTS**

1. Bachelor level qualifications in Social Work, Psychology, or the Social and Behavioural Sciences. Post-graduate qualifications will also be highly regarded.
2. A minimum of 2 years' experience in the provision of specialist support to young people affected by sexual violence, domestic and family violence and homelessness and/or development of community responses to violence and youth homelessness.
3. Possession of a current *Working with Children Blue Card*.
4. Sound level of computer literacy including a working knowledge of standard Microsoft Office 365 programs, namely Word and Outlook.

## **KEY SELECTION CRITERIA**

1. Describe your understanding of an intersectional feminist perspective and gendered analysis in relation to sexual violence and domestic and family violence, including a broad knowledge of the social factors impacting on young people experiencing homelessness, disadvantage and marginalisation.
2. Describe your understanding of state and systemic violence (violence *directed at* communities) and the limitations of the criminal justice system and carceral responses to sexual violence and domestic and family violence.
3. Demonstrate your knowledge of alternative justice responses including transformative justice responses, and experience in the development of creative community responses to violence and youth homelessness.
4. Describe your understanding of issues impacting First Nations young women, young women from culturally and linguistically diverse backgrounds, young women with disabilities, and young people identifying as LGBTQ+ and skills in effectively engaging and supporting marginalised young people.
5. Demonstrate your experience in the development, delivery and evaluation of group training programs, resource development, community education and capacity building, and social action projects.
6. Demonstrated high level of interpersonal communication skills, including a commitment to self-reflective practices, and collaborative team decision making processes. Provide examples of how you have worked effectively and efficiently as an autonomous worker, and as part of a team, in a complex environment.