



Position title	Men's Behaviour Change Program Worker
Classification	Social, Community, Home Care and Disability Services Award 2010 - Level 5. Pay point dependent upon experience.
Salary range	\$103,702.61 - \$108,403.74 annually. Hourly rate \$52.28 to \$54.65. Salary and conditions of employment are as per Social, Community, Home Care and Disability Services Industry Award 2010 (SCHADS) and the Employee Bargaining Agreement (EBA). Copies of both the SCHADS Award and EBA are available at our office.
Conditions	Employee Bargaining Agreement. A mobile phone and laptop will be provided. Flexible Work Arrangements available. Ongoing contract.
Work location	Office based in Bendigo.
Team	Response and Recovery
Hours of work	Part-time - 30.4 hours per week, 0.8 FTE. Some out of hour's work may be required.
Direct reports	
Accountability	Team Leader.

Position Purpose

The purpose of the Men's Behaviour Change Program Worker role is to work as part of an integrated family violence team that provides a coordinated, safety led response to individuals and families that prioritises the safety, protection and wellbeing of children and young people, the safety and empowerment of victim/survivors (primarily women), and the responsibility and accountability of those using violence in the family (primarily men).

Key Relationships

INTERNAL

- Leadership at CNV
- Staff at CNV

EXTERNAL

- Orange Door staff
- Sector organisations and stakeholders
- DFFH, FSV & other Government departments

Key Accountabilities



Key Result Area	Performance expectations
Intake and Assessment	<ul style="list-style-type: none"> Conduct comprehensive individual intake and assessment interviews with men referred to the program.
Facilitation	<ul style="list-style-type: none"> Co-facilitate group programs as the Principal Facilitator with the purpose of stopping violence in the family and developing responsible and respectful relationships.
Counselling	<ul style="list-style-type: none"> Provide individual treatment readiness sessions when needed and exit interviews with men when they complete the program.
Referral Management	<ul style="list-style-type: none"> Proven ability to prioritise incoming referrals, workloads and implement demand management strategies.
Case Management	<ul style="list-style-type: none"> Provide Case Management to men eligible for this service and holding a case load of men engaging in the MBC group program
Consultation	<ul style="list-style-type: none"> Provide secondary consultation and community education to other service providers.
Coordination	<ul style="list-style-type: none"> Coordinate elements of the MBC program such as: assessment scheduling, group program scheduling and facilitation, recording of data and reporting to external providers.

Competencies

Teamwork	Attend and participate in team meetings, agency activities, program development, planning days, working groups, team building activities and supervision. Work well with others in the pursuit of team goals, share information, support others, show consideration, concern and respect. Gain the cooperation of clients and staff where required.
Problem Solving	Capable of discussing and resolving specialist problems. Ability to develop options and resolution to problems.
Time Management	The position requires skills in managing time, setting priorities and planning and organising one's own work and where appropriate that of other employees so as to achieve specific and set objectives in the most efficient way possible within the resources available and within a set timetable.
Ability to Manage Tasks	Set priorities and achieve positive outcomes within agreed timelines.



Resilience	Perseveres to achieve goals, copes effectively, remains calm and in control when under pressure.
Negotiation Skills	Ability to negotiate on delivery of conflicting time critical tasks.
Interpersonal Skills	The position requires the ability to gain cooperation and communicate with others.
Attention to Detail	This position requires a high level of accuracy and attention to detail.
Relationships	Capable of gaining the co-operation and assistance from staff to enable daily tasks to be performed.
Responsiveness	To changes implemented by CNV and Managers.
Judgement and Decision Making	Identifying and understanding problems and opportunities by gathering, analysing, and interpreting information. Using your own judgement to provide specialist advice to employee classified at a lower level.
Written Communication Skills	Prepare clear and accurate correspondence.

Leadership Capabilities

Application of Values	Leads and inspires others with self-awareness of our biases and how they may contribute to perpetuating structural and systemic inequality.
Decision Making	Allows for collaborative decision making, and is open about the information used to make those decisions.
Transparency, Accountability & Excellence	Recognises own role in achieving goals and contributes to the delivery of team objectives.
Change Management	Models flexibility, remains accessible and optimistic, and keeps the team focused through periods of uncertainty. Gains commitment for ongoing change through clear and authentic communication which inspires collective ownership.
Collaboration & Partnerships	Encourages staff to think and act cooperatively, actively seeks opportunities to break down silos, and build cross team collaboration.
Nurturing Talent	Supports team members to build emotional self-awareness.
Knowledge	An understanding of broader CNV strategic priorities, and how these are achieved through the team's day to day work. Knowledge of OH&S and HR process.



Empower & Inspire	Shares credit for team success, and actively works to celebrate achievement. Supports others to learn from mistakes.
Communication	Is accessible, easy to approach and makes time to listen and reflect.
Diversity & Inclusion	Understands the value of diverse perspectives, and supports diverse approaches that enable all individuals to participate to the best of their ability. Leverages individual differences to achieve success.
Workplace Environment	Shows empathy and applies strengths-based solutions to staffing matters, building a safe space for difficult conversations. Proactively works to anticipate and resolve issues that impact wellbeing.
Equality & Power Sharing	Approaches conversations with a view to reaching, where possible, collective decisions and agreements, encouraging contributions from all team members.

Key Selection Criteria

Mandatory:

1. Relevant tertiary undergraduate degree (in social work, psychology, counselling, or a related subject).

Essential:

2. A graduate diploma or graduate certificate qualification in men's family violence.
3. 100 hours of experience facilitating men's behaviour change groups.
4. Knowledge and understanding of family violence within a gendered, feminist structure and men's use of violence against victim/survivors and its impact on children and adolescents and a demonstrated commitment to the rights and safety and empowerment of victims of family violence.
5. Demonstrated experience in the coordination and co - facilitation of men's behaviour change group sessions.
6. Extensive knowledge of family violence risk assessment and management frameworks with the ability to conduct comprehensive assessments.
7. High-level organisational skills with a proven ability to organise one's work, prioritise incoming referrals, workload and manage demand whilst adhering to service standards.
8. Counselling skills and experience in the provision of casework/counselling services, particularly in family violence.

9. Demonstrated ability to work with limited supervision and exercise judgement and initiative in a fast paced and changing environment where practices and processes may not be clearly defined.
10. High-level communication skills (both oral and written) with the capacity to prepare reports, case notes and correspondence in a clear and concise language and the ability to assimilate information from varied sources.
11. Sound interpersonal skills with a demonstrated ability to work in a professional manner with a wide range of clients and service providers, including working cooperatively in a multi-disciplinary team to enhance teamwork, support client's needs and their best interests.

Minimum mandatory qualifications requirements

As per the minimum mandatory qualification's requirements via <https://www.vic.gov.au/mandatory-minimum-qualifications-specialist-family-violence-practitioners> all candidates wishing to apply for this role must be able to demonstrate that they:

- Are considered EXEMPT under the policy.

OR

- Hold a Bachelor of Social Work or other equivalent qualification.

OR

- Have minimum 5 years relevant professional experience, OR a related qualification as per the mandatory minimum qualification requirements.

OR

- Hold significant cultural knowledge and experience or lived experience and have faced barriers to educational pathways.

Please note that candidates wishing to enter the specialist family violence workforce via a related qualification or 5 years related professional experience pathway, OR the significant cultural knowledge and experience or lived experience pathways will be required to work towards an equivalent qualification within specified timeframes (as per the mandatory minimum qualifications policy). If you believe these pathways may apply to you and would like more information, please don't hesitate to contact the CNV People and Culture team to discuss this further on (03) 5430 3000 or email vacancies@cnv.org.au.

Application Process



To be considered for this role, you will need to provide a cover letter and current resume.

Applicants will be assessed against the Key Selection Criteria listed in the Position Description.

Find information about the Application Process on the Careers page of our website

<https://www.cnv.org.au/job-application-process>

Application close: 9am 2nd October 2025

Note: we will review applications as they come in and may close the advertisement earlier.

CNV is an Equal Opportunity Employer; values diversity and encourages applications from Aboriginal and Torres Strait islander people, people living with disabilities and culturally and linguistically diverse backgrounds.

Further information regarding employee benefits, organisational overview and further job opportunities can be found on the Careers page of our website www.cnv.org.au

Any enquiries can be directed to the People and Culture team on 03 5430 3000 or by email vacancies@cnv.org.au

Other Requirements

Requirements	Performance expectations
Mandatory prior to commencement	<ul style="list-style-type: none"> • All offers of employment are subject to satisfactory background checks including a National Police Check (including an international police check if resided continuously in an overseas country for 12 months or more in the last 10 years). • A current Employee Working with Children Check (WWCC) card is required and must be provided prior to commencement of employment by the applicant. Currency will need to be maintained by the employee for the period of employment. • All employees are subject to child safety screening and assessment against child safety standards as part of our thorough recruitment process. • Applicants are required to provide a certified copy of relevant Qualifications. • Employees must hold a valid Australian driver's license to drive CNV fleet vehicles.
Eligibility and the Right to Work and Live in Australia	<p>To be considered for employment at the Centre for Non-Violence (CNV) you are required to have Australian citizenship or to be a permanent resident of Australia or have a valid visa that provides work rights.</p> <p>You can gain employment with CNV if you are:</p>



	<ul style="list-style-type: none"> • An Australian citizen – a birth certificate, citizenship certificate or current passport is proof of eligibility. • A non-citizen with a valid visa that provides work rights – a current passport containing the visa is proof of eligibility. As the visa has an expiry date, non-citizens can only engage in casual, temporary or fixed term roles that do not extend beyond the expiry date. <p>Documents that are a proof of Right to Work:</p> <ul style="list-style-type: none"> • Australian Passport. • Full Australian Birth Certificate and a form of photo ID. • Australian Citizenship Certificate. • Certificate of evidence of resident status. • Valid visa with work rights.
Cultural and Child Safety Statement	<ul style="list-style-type: none"> • CNV is a child safe organisation. We are committed to the safety, participation, and empowerment of all children and young people that engage with our organisation, including but not limited to individuals who identify as Aboriginal and Torres Strait Islander, Culturally and/or linguistically diverse, Gender diverse and/or same sex attracted and People with a disability.
CNV Board Statement of Commitment	<ul style="list-style-type: none"> • We recognise and acknowledge Aboriginal and Torres Strait Islander peoples as the First Nations people of these lands and waterways. • We acknowledge Aboriginal and Torres Strait Islander peoples' sovereignty, and sacred connection to the lands and waterways and we celebrate their strong and enduring cultures, identities, and self-determination. • We are sorry for the endured trauma and torment of powerlessness inflicted on Aboriginal and Torres Strait Islander peoples as a result of the ongoing impact of colonisation, systemic discrimination, and white privilege. • We accept and acknowledge the invitation to walk with Aboriginal and Torres Strait Islander peoples, and strongly support the Uluru Statement from the Heart, constitutionally enshrined Voice to Parliament and the call for a Makarrata Commission to supervise agreement, treaty, and truth-telling about our history. • We uphold the unique human rights of Aboriginal and Torres Strait Islander peoples as outlined by the United Nations Declaration of the Rights of Indigenous Peoples and seek a future where they have power of their voice, rights, destiny, and their children flourish.
Cultural Safety in the Workplace	<ul style="list-style-type: none"> • CNV recognises the important and unique contribution Aboriginal and Torres Strait Islander employees make by bringing their unique skills, knowledge, and experience to the workplace. They also contribute



	important insight into how CNV can provide for and engage with Indigenous clients and communities more effectively.
Commitment to CNV's vision and Philosophies	<ul style="list-style-type: none"> • Champion and act as an advocate for the highest standards of ethical and professional behaviour. • Strong commitment to CNV's vision, feminist values and principles including an understanding of the role and impact of gender and other inequalities in relation to family violence.
Our commitment to diversity and inclusion	<p>CNV strives to be an inclusive, safe, and responsive organisation that promotes diversity and actively supports inclusion for people and communities identifying as, but not limited to:</p> <ul style="list-style-type: none"> • Aboriginal and Torres Strait Islander. • LGBTIQ+. • People with disabilities. • People from diverse cultural and linguistic backgrounds. • People of all ages. • People with caring responsibilities. • People with diverse religious beliefs or affiliations. <p>All CNV employees, contractors and volunteers are required to:</p> <ul style="list-style-type: none"> • Take reasonable care to respect differences, to foster a workplace that is safe, healthy, positive, supportive, and free from all forms of harassment, bullying and discrimination. • Undertake all interactions with clients, families and co-workers in a culturally sensitive manner and take appropriate account of cultural and linguistic diversity. • Address any unacceptable behaviour witnessed or experienced within the workplace directly with the individual/s responsible, if safe to do so or report to a relevant Supervisor or Manager. • Participate in and contribute to training, events, and learning opportunities to celebrate differences, increase awareness and understanding of diversity and inclusion. • Raise concerns and/or complaints in a constructive manner, including identifying possible solutions.
Occupational health & safety (OHS)	<p>CNV is committed to ensuring the health and safety of its employees and any other individuals present in our workplaces.</p> <p>In achieving and maintaining workplace health and safety, CNV will apply best practice in OHS in accordance with statutory obligations at all times.</p> <p>All CNV employees, contractors and volunteers are required to:</p>



	<ul style="list-style-type: none"> • Take reasonable care for their own health and safety and for that of others in the workplace by working in accordance with legislative requirements and CNV's OHS policies and procedures. • Take reasonable care their actions or omissions do not adversely affect the health and safety of themselves and others. • Cooperate with any reasonable directions, policies and procedures relating to health and safety in the workplace. • Report all injuries, illness or 'near misses' to their supervisor or manager. • Participate in relevant health and safety training based on roles and responsibilities. • As required, participate in the development and implementation of specific OHS hazard and risk management strategies. <p>CNV strongly recommends (but does not mandate) that all employees maintain their COVID-19 vaccination status in accordance with ATAGI advice.</p> <p>In addition to the above, positions with supervision or management responsibility are required to ensure a safe and healthy work environment for all employees, clients, contractors, and visitors. This can be achieved by ensuring all people are aware of and have access to OHS policies, procedures, training, and reporting systems.</p>
Risk Management	<ul style="list-style-type: none"> • Follow all CNV policies and procedures in relation to risk management. • Conduct risk assessments. • Demonstrate an understanding of, and a commitment to, CNV's Risk Management Framework. • Report all hazards and incidents of which they become aware. • Follow all CNV policies and procedures in relation to risk management. • Raise concerns and/or complaints in a constructive manner, including identifying possible solutions.
Privacy	<ul style="list-style-type: none"> • CNV is governed by the Information Privacy Act 2000 and the Australian Privacy Principles (APPs) and is committed to protecting the information it collects, monitoring its use and maintaining its integrity. Therefore, any information collected will be solely for the primary purpose intended and will be destroyed when no longer required. • Ensure all Privacy and Data Security practices as outlined in policy are being maintained by staff through the provision of induction/probation information, instruction, training, and supervision.



Use of Confidential Information	<p>Employees shall not use confidential information to gain advantage for themselves or for any person or body, nor shall they use this information improperly to cause harm to any person, body or CNV.</p> <p>Both during and after employment with CNV, employees must:</p> <ul style="list-style-type: none">• Not communicate confidential or private information to third parties.• Not make use of any information gained through employment at the Centre for Non-Violence Inc for any purpose other than the discharge of official duties.• Only access personal records, files, and information to facilitate direct work.
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Position Description Changes

This Position Description is indicative of the initial expectation of the role and subject to change in line with requirements of CNV's goals and priorities, activities or focus of the job. The incumbent can expect to be allocated duties not specifically mentioned in this document, but within the capacity, qualifications and experience normally expected from persons occupying positions at this level.