

## Position Description – Counsellor (Gender-based Violence)

Updated 20/11/2024

POSITION DETAILS	
College/Portfolio	<i>Deputy Vice-Chancellor (Students)</i>
Organisational Unit	<i>Health, Counselling and Disability Service</i>
Supervisor (Title)	<i>Manager Counselling Service</i>
Classification	<i>Higher Education Officer level 08</i>
Employment Type	<i>fixed-term, part-time</i>

POSITION SUMMARY
<p>Under broad direction, the Counsellor, as a member of a multi-disciplinary team, will provide counselling services to students, with a specific focus on providing specialist support and counselling to students who have experienced gender-based violence. The Counsellor will also participate in the development and delivery of group programs and other initiatives for students. Additionally, the Counsellor will provide advice and training to university staff to promote student wellbeing, particularly focusing on the gender-based prevention of and response to gender-based violence.</p>

UNIVERSITY EXPECTATIONS AND VALUES
<p>All staff at Flinders are responsible for understanding their obligations and responsibilities as set out in the University's code of conduct and are expected to:</p> <ul style="list-style-type: none"> <li>• demonstrate commitment to the University's values of Integrity, Courage, Innovation, Excellence, and the underlying ethos of being Student Centred;</li> <li>• contribute to the efficient and effective functioning of the team or work unit to meet the University's objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members, if required, and undertaking other key responsibilities or activities as directed by one's supervisor;</li> <li>• promote and support an inclusive workplace culture which values diversity and embraces the principles of equal opportunity;</li> <li>• perform their responsibilities in a manner which reflects and responds to continuous improvement; and</li> <li>• familiarise themselves and comply with the University's <i>Work Health and Safety, Injury Management and Equal Opportunity</i> policies.</li> </ul> <p><i>In addition, it is a requirement of this position that the incumbent maintain a current Working With Children Check which is satisfactory to the University in accordance with the Child Safety (Prohibited Persons) Act 2016 (SA).</i></p> <p><i>A National Police Certificate which is satisfactory to the University will be required by Flinders University before the successful applicant can commence in this position.</i></p> <p><i>SA: Staff working in a health care setting are <u>strongly recommended</u> to be fully vaccinated against COVID-19 in line with the SA Health policy.</i></p>

### KEY POSITION RESPONSIBILITIES

#### The Counsellor is accountable for:

1. Providing specialist counselling and support services to students who have experienced gender-based violence, including case management to ensure students are supported through any reporting or complaints processes and linked with any relevant specialist support services.
2. Providing subject matter expertise on gender-based violence to the Counselling Service.
3. Advising and consulting with other University staff, both professional and academic, on matters relating to prevention and response to gender-based violence.
4. Providing training and education to University staff regarding gender-based violence, wellbeing and supporting students with mental health issues.
5. Providing professional counselling services to students experiencing issues that are impacting their wellbeing including academic, personal or mental health issues. This includes intake and assessment, crisis intervention and brief solution-focused interventions.
6. Providing support and assistance with academic progress issues including advice regarding University policies and procedures and liaison with other University staff, both academic and professional as appropriate.
7. Promoting student wellbeing and safety through the development and delivery of a range of activities and programs such as group and training programs.
8. Some out of hours, weekend and travel may be required.
9. Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

### KEY POSITION CAPABILITIES

- Registration as a Psychologist with the Psychological Board of Australia or eligibility for membership of the Australian Association of Social Workers and postgraduate experience.
- Demonstrated experience providing specialist gender-based violence counselling services, including intake and assessment, crisis intervention, solution focused counselling and case management support, to a diverse client group.
- Demonstrated specialised experience and knowledge working in the areas of gender-based violence, particularly sexual violence prevention and response.
- Demonstrated experience in developing, delivering and evaluating effective group training programs with a focus on student safety and wellbeing.
- High-level written and oral communication skills, including the ability to produce written information and presentations.
- Highly developed interpersonal and problem-solving skills, including the ability to effectively liaise with students, colleagues and manage stakeholders with competing demands.
- High-level analytical skills and demonstrated experience solving complex problems requiring strategic thought and independent judgement.
- Demonstrated understanding of the higher education sector and factors that impact on student wellbeing (desirable).