



Durri Aboriginal Corporation Medical Service

Servicing the Macleay and Nambucca Valleys

ABN 52 730 046 875 ICN 27

With Compliments

Position Application Package

Position Name: AHW – Domestic & Family Violence Support Worker - Male

Contact Name: Paula Skinner

Telephone: 0439 370 151



Durri Aboriginal Corporation Medical Service
15-19 York Lane
KEMPSEY NSW 2440
T: (02) 6560 2300
F: (02) 6562 7069



Darrimba Maarra Health Outpost
PO Box 131
13/42 Bowra St
Nambucca Heads NSW 2448
T: (02) 6598 6800
F: (02) 6598 6833

All written communications to be addressed to CEO:
PO Box 136
Kempsey NSW 2440

General Conditions of Employment

Position:	AHW – Domestic & Family Violence Support Worker - Male
Award:	ACCHO
Classification:	Aboriginal Health Worker
Salary:	\$34.40 per hour
Salary packaging:	To calculate your potential benefit follow the link https://eziway.net.au

Application: Your application should consist of four parts:

1. Selection criteria

Your application must address all the selection criteria, or your application will be marked unsuccessful

Qualifications & Experience –

Essential

2. Applicants for this position must be of Aboriginal descent claimed under Section 14D of the Anti-discrimination Act 1977 (NSW).
3. Applicants must be male, as gender is a genuine occupational qualification and is authorised under Section 31 of the NSW Anti-Discrimination Act 1977.
4. Holds or willingness to complete mandatory Education Centre Against Violence (ECAV) core training for Aboriginal Wellbeing & Violence Prevention Workers.
5. Holds or aspires to hold a minimum Certificate III qualification in Aboriginal Primary Health Care or a minimum Certificate III health qualification in the area of care in which the Aboriginal Health Worker works.
6. Knowledge and understanding of Aboriginal culture, historical contexts which may influence health, and relevant Aboriginal health particularly Social and Emotional Wellbeing and mental health distress.
7. Demonstrated interpersonal skills and ability to communicate with vulnerable Aboriginal clients, families and communities, and build and maintain strong networks with other services and health professionals ensuring cultural considerations are included in service delivery.
8. Knowledge and understanding of the dynamics and impact of intergenerational trauma, family violence, sexual assault and child abuse in relation to Aboriginal families and an understanding of relevant policy and legislation which guides service response to vulnerable clients and communities
9. Demonstrated knowledge and ability to maintain confidentiality; prepare documentation and information management; relevant Child Protection and Domestic

Violence policies; and complete mandatory reporting requirements through use of appropriate software programs (e.g. word processing, data management systems)

10. Current Driver's Licence and ability to travel as required such as attend State Aboriginal Wellbeing and Violence Prevention forums.
11. Completed application form
12. Resume
13. Supporting documents

Completed application to: hr@durri.org.au

or

Post marked confidential to:

Application Human Resources
Durri Aboriginal Corporation Medical Service
PO Box 136
Kempsey NSW 2440

Closing Date: Friday 18 September 2026 by 5:00pm – No late applications will be accepted.



Durri Aboriginal Corporation Medical Service

Servicing the Macleay and Nambucca Valleys

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Application Form

Full Name:

Address:

Email Address:

Contact Numbers:

Date of Birth:

Drivers Licence: ☐ Yes ☐ No Class: Expiry date:

Do you identify as Aboriginal or Torres Strait Islander? ☐ Yes ☐ No

Do you identify as having a disability? ☐ Yes ☐ No

Are you an Australian citizen or permanent resident? ☐ Yes ☐ No

Do you have Working with Children check number? ☐ Yes WWCC No:

Do you have a current National Police check? ☐ Yes ☐ No Date of issue:

Do you have evidence of Vaccinations? ☐ Yes ☐ No

Have you provided evidence of your Qualifications? ☐ Yes ☐ No

Where did you see this position advertised?

Referees	Referee 1	Referee 2
Name:		
Title:		
Organisation:		
Contact Details:		
Email Address:		

Position Description

Position Description

Position Title: AHW – Family Violence Wellbeing Worker - Male	Business Unit: Program Management
Reports To: Program Manager	Direct Reports: Nil
Purpose:	
The position will work with existing programs within Durri and Darimba Maarra as well as external service providers and organisations to ensure the objectives of the program are reached.	
Primary Objective:	
This position will be responsible for the implementation of Durri's Aboriginal Wellbeing & Violence Prevention program within the Macleay and Nambucca Valley and to operate a referral pathway to assist in reducing the incidents and impacts of Family violence in our Aboriginal Communities. The Key objective of the role is to: • Follow the set strategic direction (and protocol) of the program and follow the direction of the Program Manager. • Better health outcomes and access for Aboriginal people and communities are to be achieved through a supportive, healing and holistic approach. • This work is underpinned by a culturally sensitive strategy and utilises Trauma Informed principles. • Work in partnership and coordination with all key stakeholders and deliver a tailored, professional and culturally appropriate service across the Durri footprint. • Respond to Aboriginal family violence and to engage local Aboriginal families and communities, enabling these groups to address healing through cultural resilience. • Contribute to strengthening the knowledge base of effective approaches in supporting victim survivors, families and communities impacted by Family Violence or trauma related events. • Promote wellbeing and Family Violence community education and awareness sessions as appropriate and in partnership with other service providers. • Work collaboratively with other service providers and government agencies to assist with the development, implementation, delivery and evaluation of Towards Zero Tolerance for Family Violence and building resilience prevention education and community programs.	
Position Dimension & Decision Making Authority:	Key Communication Contacts:

Without referral to manager – • Routine enquiries from clients, their partners and the community		Contact/Organisation	Purpose/Frequency of Contact
After Consultation Program Manager or others • Complex client issues • Actions outside Policies and Procedures		SEWB Team Leader	Daily – direction and achievement of accountabilities
Referred to Program Manager or others – • Operational and Expenditure		Client and Community	As needed – Providing assistance and referral pathways
		Multi-disciplinary team	As needed – Linking with other programs where appropriate.
Key Accountabilities			
Key Result Area	Major Activities	Performance Measures:	
1. Program Management	• Contributes to team knowledge about referral resources that are appropriate to the goals of clients participating in the program. • Provide support to individual clients, groups and the wider community experiential: • Provides ongoing cultural information and participate in team-based discussion and decision-making matters pertaining to Family Violence prevent and education. • Conduct educational group education sessions on Behavioural Change in relation to Family Violence issues. • Conduct 1:1 support and case management for victim survivors and family members impacted by family violence events and behaviours. • Obtains feedback surveys to evaluate the effectiveness of the program and education sessions.	• Achievements of Program KPI's • Evaluation of the program from service users and relevant stakeholders • Participation in relevant meetings at the discretion of the program manager	

	• Uphold the dignity and rights of families, carers and consumers while respecting privacy. • Attend Monthly SAMS (safety Action Meetings) in collaboration with stakeholders and provide cultural support and receive referrals to the program. • Develop a workplan with the support of the program manager. • Maintains confidentiality and documented records as per policy and procedures.	
2. Community Care	• Liaise with other program staff to obtain information and ensure that information regarding clients of family violence and education is accurate, easily accessible and understood by the community. • Obtain feedback from the community and ascertain if communicated messages have been correctly received. • Liaise with the Program Manager in the development, implementation and evaluation of community planning regarding Family Violence prevention and education. • Actively promote and participate in patient safety and ongoing quality improvement programs. Engage in practices that promote the best possible health outcomes for patients/clients, and supports a culture of client safety, clinical quality and innovation. • Increase areas for all levels of professional support from staff, partnering organisations and community.	• Achievement of Program KPI's • Participated in the planning and delivery of communication about the program to a diverse range of community stakeholders within the Durri footprint.
3. Team work and Collaboration	• Effectively collaborate with team members to ensure that the Family Violence prevention and education is operating effectively, while maintaining a harmonious team environment within Durri ACMS and Darrimba Maara.	• Feedback from Colleagues • Feedback from Client and other stakeholders

	• Ensure compliance with the relevant WHS Legislation and that any issues are identified and actioned in line with Policy. • Assists in creating a positive work environment that promotes cultural safety, productivity, mentoring, teamwork and co-operation. • Recognises accomplishments of team members and elicits and considers differing viewpoints when analysing issues. • Contributes to team knowledge about referral resources that are appropriate to clients needing / access to Family Violence support services.	
4. Compliance and quality Assurance	• Comply with all relevant legislation and regulatory standards. • Obtain and record accurate client histories and information to ensure compliance to all organisational policies, procedures and legislative requirements. • Ensure all client and community confidentiality is maintained to build and maintain trust within key stakeholder groups. • Assist in creating a positive work environment that promotes cultural safety, productivity, mentoring teamwork and co-operation. • Participate in quality improvement efforts, including maintenance of timely and accurate service data for input to information management systems, and cooperate in the analysis and review of case reports to identify achievements and areas for improvement.	• Achievement of Program KPI's and regulatory standards • Has read and signed off on staff Policy and Procedure manual • Utilisation and reporting from Communicare.
5. Work Place Health and Safety	• Ensure within capability, the health and safety of yourself and employees and any other persons in the work area for which they are responsible. • Compliance with WHS legislative requirements and site policies.	• Achievement of Program KPI's and regulatory standards.

	• Maintain a Register of Contractors visiting the site and ensure appropriate inductions have been completed with the new contractors. • Report all hazards, accidents or incidents which could result in injury to other or damage to property; • Not intentionally or recklessly interfere with or misuse anything provided in the interests of health, safety and welfare in compliance with the WHS or other legislation. • Be familiar with emergency and evacuation procedures and participate in regular training in safety procedures.	
6. Reporting	• Provide statistical reports to meet organisational and statutory requirements as required	• Accuracy and timeliness of qualitative reports • Accuracy and timeliness of statistical reports • Use of Communicare • Attendance at meetings for programs area and others as deemed relevant by the Programs Manager.
7. Policy and Procedures	• Assist in the development of and comply with policies and procedures to ensure that the Family Violence program is demonstrating consistent practices nationally and in line with strategic objectives. • Attend all mandatory training requirements and participate in staff performance reviews including updated First Aid certificate and participation in Staff Immunisation Program • Compliance with and understanding of EEO Legislation.	• Provide consistent and high standards of compliance with policies and best practice.

Key Challenges:	Person Specification:
• Ability to work effectively within a multi-disciplinary team • Successfully manage competing priorities. • Working with people experiencing mental health or alcohol and other drug distress • Proactively engage with vulnerable clients and to work collaboratively with non-Aboriginal service providers (ensuring cultural considerations are included in service delivery).	Qualifications & Experience – Essential 1. Applicants for this position must be of Aboriginal descent claimed under Section 14D of the Anti-discrimination Act 1977 (NSW). 2. Applicants must be male, as gender is a genuine occupational qualification and is authorised under Section 31 of the NSW Anti-Discrimination Act 1977. 3. Holds or willingness to complete mandatory Education Centre Against Violence (ECAV) core training for Aboriginal Wellbeing & Violence Prevention Workers. 4. Holds or aspires to hold a minimum Certificate III qualification in Aboriginal Primary Health Care or a minimum Certificate III health qualification in the area of care in which the Aboriginal Health Worker works. 5. Knowledge and understanding of Aboriginal culture, historical contexts which may influence health, and relevant Aboriginal health particularly Social and Emotional Wellbeing and mental health distress. 6. Demonstrated interpersonal skills and ability to communicate with vulnerable Aboriginal clients, families and communities, and build and maintain strong networks with other services and health professionals ensuring cultural considerations are included in service delivery. 7. Knowledge and understanding of the dynamics and impact of intergenerational trauma, family violence, sexual assault and child abuse in relation to Aboriginal families and an understanding of relevant policy and legislation which guides service response to vulnerable clients and communities 8. Demonstrated knowledge and ability to maintain confidentiality; prepare documentation and information management; relevant Child Protection and Domestic Violence policies; and complete mandatory reporting requirements through use of appropriate software programs (e.g. word processing, data management systems) 9. Current Driver's Licence and ability to travel as required such as attend State Aboriginal Wellbeing and Violence Prevention forums.