### POSITION DESCRIPTION

**Training Practitioner**

**Reports to**
Training Coordinator (Anne-lise Ah-Fat)

**Date Est./Revised**
December 2019

**Team**
Training Team

**About No to Violence**
For 25 years, NTV has been working with men who use family violence. We specialise in effective evidence-based engagement of men. Our expertise in challenging their beliefs, attitudes, behaviour and choices has enabled us to develop standards, programs, practices and training and lead policy development that have influenced national developments. Our work takes courage and commitment, and it takes courage from our community to recognise that working with the men who use family violence is a critical step in ending the harm their behaviour causes.

NTV is the largest peak body for organisations and individuals working directly with men to end family violence in Australia. We provide telephone counselling, information and referrals every day for men in Victoria, New South Wales and Tasmania. As a pro-feminist organisation, at the centre of our work is the safety of women and children. We believe that by ending men’s violence, families can lead better lives.

**Purpose of the Position**
No to Violence is a major provider of men’s family violence training in Victoria. The Training Team delivers the Graduate Certificate in Client Assessment and Case Management and has developed a range of training programs to build skills, practice and capacity across the service system to work with men who use family violence. No to Violence develops and delivers tailored training for specific organisations and groups. Training is delivered in metropolitan and regional areas across Victoria as well as interstate.

The Training Practitioner is responsible for contributing to the design, development and delivery of training packages, providing high quality programs with clear learning outcomes. Packages are regularly reviewed to ensure they incorporate emerging research and reflect best practice in working with men who use family violence for the safe outcomes for victim/survivors.
<table>
<thead>
<tr>
<th>KEY AREA</th>
<th>KEY RESPONSIBILITIES</th>
<th>Indicative performance measures</th>
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| Training design and development | • Contribute to the design and development of evidence-based training programs and professional development, including in the areas of direct practice with men who use family violence, supervision practices and approaches, reflective practice, and active bystander interventions.  
• Contribute to continuous improvement activities, ensuring that training programs and materials are accessible, appropriate and able to be tailored to address the diverse needs of specialist services, allied professionals and non-family violence workplaces.  
• Keep up to date with emerging research, key policy implications for practice, and best practice approaches to engaging men who use family violence.  
• Contribute to evaluation processes, including regular reviews to ensure training programs reflect emerging research and practice evidence. |                                  |
| Training delivery             | • Deliver high-quality training programs to a wide range of professionals and organisations across Australia, either as a sole facilitator or in a co-facilitator role  
• Engage in feedback and evaluation processes, identifying areas for improvement |                                  |
| Compliance                    | ▪ Ensure all NTV training and development products comply with NTV’s compliance obligations including statutory and regulatory requirements, overarching governance frameworks and NTV policies.  
▪ Provide specialist, evidence-informed insights relating to best practice initiatives and systemic issues within the specialist men’s family violence field to ensure NTV training programs reflect contemporary best practice. | ▪                               |
| Stakeholder engagement        | • Participate in and represent No to Violence at sector forums, working groups and events.  
• Provide professional consultation on training development and materials for tailored packages.  
• Work in collaboration with key partners (internally and externally) to develop, deliver and evaluate training programs.  
• Participation in forums and events, as required |                                  |
### Position Description

#### TRAINING PRACTITIONER

<table>
<thead>
<tr>
<th>Team collaboration</th>
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<tbody>
<tr>
<td>• Provide information, support and advice to other team members and other teams including on the areas of training practices, learning outcomes and workforce planning.</td>
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<td>• Work in respectful, open and self-accountable ways within the Training team and broader NTV staff.</td>
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<td>• Actively participate in team group supervision, contributing to the overall functioning and development of team structures and support.</td>
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<td>• Active participation team meetings, sharing of resources and best practice approaches</td>
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<tr>
<td>• Actively participate in internal meetings at NTV and share resources as appropriate</td>
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<table>
<thead>
<tr>
<th>ADHERE TO these POLICIES, FRAMEWORKS and SYSTEMS</th>
<th>WORK with these STAKEHOLDERS and their SYSTEMS</th>
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</thead>
<tbody>
<tr>
<td>✓ NTV organisational policies, processes and procedures</td>
<td>✓ NTV Members and the Board</td>
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<td>✓ NTV strategic organisations goals and initiatives</td>
<td>✓ Various Government departments relating to the family Violence sector (e.g. DHHS)</td>
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<td>✓ Other Peak Bodies (e.g. AOD, mental health etc.), FV Organisations (e.g. Safe Steps, 1800-Respect etc.)</td>
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<td>✓ Policy makers and influencers</td>
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<td>✓ External consultants/coaches/mentors</td>
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<td></td>
<td>✓ Service providers in related sectors</td>
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<td>✓ Universities, TAFEs, RTOs and other education providers</td>
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<td>✓ Workplaces and employers</td>
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### EXPERIENCE, QUALIFICATIONS AND KEY SELECTION CRITERIA

#### ESSENTIAL

- Demonstrated experience in the design and development of training and professional development programs
- Experience in the specialist family violence sector, with specific emphasis on working with men who use violence against women and children.
- Knowledge of evidence-based practice as it relates to both prevention and response to family violence.

#### DESIRABLE

- Certificate IV in Training and Assessment or higher qualification in vocational education and training.
- Experience in the Vocational Education and Training sector.
###TRAINING PRACTITIONER

- Demonstrated knowledge of family violence systems across Australia, including key policies and legislation that impact on direct practice.
- Comprehensive understanding of the dynamics and impacts of family violence, its gendered nature and the need for appropriate responses through working with men.
- Excellent verbal and interpersonal skills, including presentation, training and group facilitation skills.

###OTHER REQUIREMENTS

- Legal entitlement to work in Australia and current Police and Victorian Working with Children Checks.
- Regional and interstate travel will be required from time to time
- A personal commitment to the practice and principles of non-violence, justice, social inclusion and gender equity
- High professional ethics, use of confidentiality, discretion and initiative to stay focussed on reducing FV, within job scope
- Commit to working inclusively with Aboriginal and Torres Strait Islander people, people from culturally and linguistically diverse communities, LGBTQI and people with disabilities A personal commitment to the practice and principles of non-violence, justice, social inclusion and gender equity.