

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

Updated 13/01/2026

POSITION DETAILS	
Portfolio	Deputy Vice Chancellor (Students)
Organisational Unit	Student Life
Supervisor (Title)	Manager Counselling Service
Classification	Higher Education Officer Level 8
Employment Type	Fixed term, part time

POSITION SUMMARY
<p>Under broad direction, the Counsellor (Gender-based Violence), as a member of a multi-disciplinary team, will provide counselling services to students, with a specific focus on providing specialised assessment, case management, and counselling/facilitation services primarily to individuals who are respondents to allegations of gender-based violence or who have engaged in gender-based violence. The role aims to ensure these students understand university processes, access necessary wellbeing support, and engage in behavioural accountability to maintain a safe campus environment.</p> <p>The Counsellor will also provide Counselling Services to those disclosing or reporting Gender-based Violence, general counselling services and the development and delivery of group programs and other initiatives for students that focus on wellbeing. Additionally, the Counsellor will provide advice and training to university staff to promote student wellbeing, particularly focusing on gender-based violence prevention and response.</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 Nationally Coordinated Criminal History Check 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 strongly recommended to be fully vaccinated against COVID-19 in line with the SA Health policy.</i></p>

### KEY POSITION RESPONSIBILITIES

The Counsellor (Gender-based Violence) is accountable for:

1. Providing specialist counselling and support services to students who are respondents to allegations of gender-based violence (GBV) or have engaged in GBV, including assisting students in navigating the university's relevant processes and ensuring they understand their rights and obligations as well as providing support in any other relevant processes outside of the University.
2. 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.
3. Conduct and monitor evidence-based GBV risk assessments for every disclosure or formal report, managing identified risks on an ongoing basis.
4. Develop and monitor tailored support plans for respondents, which may include academic adjustments (e.g., class location changes) and other referrals to mitigate risk and support continued study where appropriate.
5. Advising and consulting with other University staff, both professional and academic, on matters relating to prevention and response to GBV.
6. Providing training and education to University staff regarding GBV, wellbeing and supporting students with mental health issues.
7. 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, group programs and brief solution-focused interventions.
8. Promoting student wellbeing and safety through the development and delivery of a range of activities and programs such as group and training programs.
9. Some out of hours, weekend and travel may be required.
10. Any other responsibilities in line with the level of the position as assigned by the Supervisor and/or the University.

### KEY POSITION CAPABILITIES

- Progress towards postgraduate qualifications and extensive relevant experience; or an equivalent combination of experience and/or education and/or training.
- 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, to both respondents and victims/survivors.
- Demonstrated experience in providing short-term, solution focused counselling including intake and assessment, crisis intervention 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, risk assessment and safety planning.
- High-level written and oral communication skills, including the ability to produce written information including reports 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*).