

POSITION DESCRIPTION



Gender Based Violence and Wellbeing Counsellor



POSITION DETAILS

Position Title	Gender Based Violence and Wellbeing Counsellor
Classification	HEW Level 8
Position Number	7016464
School/Office	Student Success
Division	Division of Education and Students

POSITION PURPOSE

The Gender Based Violence and Wellbeing Counsellor provides specialist support in the University's response to gender-based violence, delivering trauma-informed assessment, risk management, safety planning, case coordination, and consultation for students affected by gender-based violence. The role works collaboratively across the University and with external services to support safe, coordinated, and timely responses to disclosures, while contributing to prevention, education, and continuous improvement initiatives aligned with the University's Wellbeing Service model and relevant legislative obligations.

In addition, the Gender Based Violence and Wellbeing Counsellor provides professional counselling services to students experiencing a range of personal, psychological, and academic concerns, supporting mental health, wellbeing, and academic success through evidence-informed therapeutic interventions.

KEY ACCOUNTABILITIES

1. Provide evidence-informed counselling, crisis intervention, and case management for students experiencing complex mental health concerns, trauma, and gender-based violence supporting their safety, wellbeing, and academic success.
2. Undertake comprehensive psychosocial, risk, and safety assessments, including suicide risk and gender-based violence risk assessment, and develop appropriate intervention, safety planning, and referral strategies.
3. Provide specialist consultation and advice to University staff on complex mental health and gender-based violence matters, contributing to coordinated responses through the Counselling Service and Clinical Advisory Team.
4. Develop, implement, and continuously improve trauma-informed policies, procedures, referral

pathways, prevention initiatives, and clinical interventions that strengthen the University's response to mental health and gender-based violence.

5. Design and deliver individual and group psychoeducation, training, and prevention programs.
6. Collaborate with internal and external stakeholders to coordinate multidisciplinary responses, facilitate referrals, and maintain effective partnerships that enhance support for students.
7. Maintain accurate client files and follow up on student progress.
8. Maintain contemporary knowledge of mental health, trauma-informed practice, and gender-based violence, contributing to continuous quality improvement, service development, and enhanced organisational capability.

QUALIFICATIONS, EXPERIENCE AND SKILLS

- Degree in Social Work or Psychology plus membership of AASW or AHPRA.
- Minimum 5 years' experience in direct counselling services in an organizational setting.
- Extensive experience in responding to sensitive and complex disclosures, undertaking risk-informed assessments, providing trauma-informed support, and interventions and crisis management.
- Demonstrated specialist knowledge of gender-based violence, including the complex impacts of trauma, coercive control, and intersecting vulnerabilities.
- Experience in education, training and programme development in wellbeing.
- Knowledge of community partners and capacity for strategic linkages.
- Superior communication and computer skills.
- Experience in multi-disciplinary teams and flexible approaches.
- Mandatory NSW employee Working with Children clearance.

KEY RELATIONSHIPS

- **This position reports to:** Manager, Counselling Service
- **This position supervises:** None
- **Key internal relationships:**
 - Director, Wellbeing
 - Senior Counsellor
 - Manger, Disability Service
 - Other staff within the University
 - Current and prospective Students
 - Alumni
- **Key external relationships:**
 - Community organisations
 - Government and non-Government agencies
 - Specialist consultants and service providers
 - Industry partners
 - Education sector

CHALLENGES

- Managing critical incidents, complex wellbeing matters and gender-based violence disclosures.
- Developing and implementing effective mental health strategies and interventions.
- Delivering services across diverse student and staff populations.
- Maintain up-to-date knowledge and adapting to changing needs.
- Ensuring compliance with confidentiality and legislative requirements.

UNIVERSITY EXPECTATIONS

The University expects that all employees are aware of, and comply with legislation and Western's policies and procedures relevant to the position, including but not limited to:

- Code of Conduct
- Work Health and Safety and Wellbeing Management System
- Enterprise Agreement or Award
- Anti-discrimination principles, Equal Employment Opportunity and staff and student equity.

Approved by:

Date: