

POSITION DESCRIPTION



Position Title: Manager, Sexual, Family and Domestic Violence

Work Level: Manager

Reports To: Director, Peer and Client Services

Direct Reports: 2 – 4 Staff members

Position Overview

The Manager, Sexual, Family and Domestic Violence (SDFV) sits within ACON's Peer and Client Services division. Peer and Client Services offer affirming spaces for LGBTQ+ people to feel seen, heard, and supported.

The Manager, LGBTQ+ Sexual, Domestic & Family Violence (SDFV) leads a newly integrated team that brings together ACON's specialist frontline services and with ACON's other initiatives addressing sexual, domestic, and family violence experienced by LGBTQ+ people. This role is responsible for leadership, program development, service delivery, stakeholder engagement, and team management across functions.

The Manager will ensure trauma-informed, culturally safe, affirming and evidence-based approaches are embedded across all aspects of the program, and will advocate for inclusive and affirming responses to SDFV across NSW.

The Manager, SDFV is responsible for overseeing ACON's specialist LGBTQ+ SDFV services. This includes SDFV Care Coordination/Counselling, SDFV group work, Say It Out Loud (a national online resource), Proud Partners (ACON's behaviour change program), the sexual violence consult service and other SDFV initiatives.

This role will also work closely with other leaders and staff in Peer and Client Services (Sydney and the Regions) and other divisions.

About Peer Client Services

The Peer and Client Services Division works alongside LGBTQ+ people to support their health and wellbeing through one-on-one or group interventions. Our community-led service offerings bring together a deep understanding of LGBTQ+ communities and meaningful, tailored support. Whether through peer work, counselling, care coordination or group work we create safe, affirming spaces where people feel seen, heard, and supported.

Main Activities

Program and Service Management

- Oversee delivery of care coordination and counselling services for LGBTQ+ people experiencing SDFV.
- Oversee health promotion initiatives including group programs, consultation services, and survivor storytelling.
- Ensure services are trauma-informed, intersectional, and responsive to diverse community needs.
- Drive integration of frontline, groups and health promotion approaches to ensure holistic support for LGBTQ+ communities.

Stakeholder Engagement and Advocacy

- Represent ACON in key SDFV forums, committees, and partnerships at state and national levels.
- Advocate for inclusive policy and service responses for LGBTQ+ people affected by SDFV.
- Build and maintain strategic relationships with government, non-government, and community partners.

Research, Policy & Evaluation

- Support and contribute to research initiatives to strengthen the evidence base on LGBTQ+ SDFV.
- Ensure program activities are informed by current research and community co-design.
- Monitor and report on program outcomes, budgets, and impact
- Oversee the grant application process for SDFV, working closely with the Director to ensure all funding opportunities align with ACON's strategic priorities.

APPROVED: Director, Peer and Client Services	Manager, Sexual, Family and Domestic Violence	September 2025
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Operational Leadership

- Lead the strategic development, implementation, and evaluation of ACON's LGBTQ+ SDFV programs.
- Ensure alignment with ACON's Impact Strategy, Business and Action Plans, and relevant NSW SDFV strategies.
- Actively participate in ACON's leadership forums, meetings, and professional development.
- Contribute to organisational policy development and quality improvement processes.
- Ensure compliance with relevant legislation, codes of ethics, and organisational policies.

Team Management

- Manage and support a multidisciplinary team including care coordination, counselling and health promotion staff.
- Provide supervision, mentoring, and performance management for direct reports.
- Champion the development and sustained implementation of work, health and safety initiatives within the workplace, actively promoting a culture that prioritises healthy and safe workplaces for all.

Selection Criteria

Essential:

1. Demonstrated people leadership experience including building and managing effective multidisciplinary teams
2. Proven experience in the design and delivery of direct services or health promotion programs addressing sexual, domestic, and family violence or related areas.
3. Ability to apply trauma-informed, intersectional, and human rights-based approaches to service and program delivery
4. Proven ability to sustain effective relationships and partnerships with internal and external stakeholders including funders.
5. Experience in developing funding submissions and managing budgets, contracts, and reporting requirements.
6. High-level communication skills, including report writing and public representation.
7. Understanding of and commitment to ACON's communities and strategic plans.

Desirable

1. Lived experience of LGBTQ+ communities.
2. Qualifications in public health, social work, community development, public policy, or related field.
3. Current driver's license.
4. Recommended vaccinations against illness that may adversely impact ACON's communities.

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