



POSITION DESCRIPTION

POSITION TITLE: Housing Support Worker
PROGRAM: Housing Plus
STATUS: 0.5 FTE (19 hrs a week) ongoing
REPORTING TO: Team Leader – Community Support Program, HIV Services
LOCATION: Positive Living Centre
CLASSIFICATION: VAC-GMHC Employment Agreement 2014
(SACS Level 4 pay point 1)

1. ORGANISATIONAL ENVIRONMENT

Thorne Harbour Health is a community-controlled LGBTI organisation, governed by our members, and working for our sex, sexuality and gender diverse communities.

For 35 years as the Victorian AIDS Council (VAC), the organisation led the Victorian community's response to HIV and AIDS. Our work has now moved beyond Victoria and Thorne Harbour Health is responding to a broad range of issues. Thorne Harbour Health aims to improve the health, social and emotional well-being of LGBTI communities and those living with or affected by HIV, with a particular emphasis on bringing the HIV and AIDS epidemic to an end.

Our Vision

We envision a healthy future for our sex, sexuality and gender diverse communities, a future without HIV, where all people live with dignity and wellbeing.

Our Mission

We devise and deliver effective community-driven health and well-being programs. We advocate to reduce stigma and discrimination.

For more information on our organisation, please visit our website: www.thorneharbour.org

2. PROGRAM CONTEXT, ROLE & FOCUS

Housing Plus supports people living with HIV and vulnerable members of the LGBTIQ+ community to maintain safe, secure and affordable housing through effective case management, advocacy and liaison with community housing providers and the Department of Family Fairness and Housing (DFFH).

The Housing Plus Support Worker, working under the direction of the Program Coordinator and in conjunction with the Housing and Community Support Team, will deliver psychosocial support, advocacy, information, case management and to eligible people experiencing homelessness or housing insecurity.

This position requires effective team work, networking and advocacy skills to help people navigate the often complex housing sector. This role is crucial in ensuring the delivery of a consistent and quality service that is relevant to the identified needs of people living with HIV, in accordance with organisational policies and with a focus on the social determinants of health.

3. POSITION ROLE AND RESPONSIBILITIES

- Work with clients to achieve case management goals in a client-centred, strengths-based way that supports individual empowerment, health and well-being.
- Ensure that Housing Plus clients are linked to other appropriate internal and external support services.
- Work in collaboration with the Launch Housing IAP worker to support clients in urgent need of housing.
- Support clients in transitional properties to access sustainable long-term housing and support them with any issues affecting their tenancy.
- In consultation with the Program Coordinator, support clients with identified mental health and/or drug/alcohol issues.
- Liaise with other organisations in the provision of client support
- Appropriate record-keeping as required.
- Report to the Program Coordinator on a regular basis through supervision and report writing.
- Attend staff meetings and professional development activities as directed.
- Work within the policies and procedures of the HIV Services Program and the organisation.
- Perform other duties as directed by the Program Coordinator.

4. KEY SELECTION CRITERIA

Qualifications

1. Tertiary qualifications in an appropriate discipline such as community development, health, welfare or social sciences, or commensurate experience.

Skills and Experience (Selection Criteria)

1. Strong client support experience, including working with those in crisis.
2. A demonstrated understanding of community organisations and a commitment to the principles of community development, social justice and volunteerism.
3. A demonstrated understanding of the Victorian Housing Sector, including barriers to accessing private rental.

4. Demonstrated sensitivity to the issues of people living with HIV and other people and communities at risk, including an understanding of the way in which the HIV epidemic affects the daily lives of gay men and other men who have sex with men, injecting drug users and other people living with HIV.
5. Ability to work within a framework that is LGBTIQ+ affirmative and supports a stigma and discrimination free community for all LGBTIQ+ people and those at risk of, or living with, HIV.
6. Demonstrated ability to analyse needs, plan and develop services, and manage quality in service delivery.
7. Demonstrated organisational skills and an ability to handle a number of concurrent tasks.
8. Good verbal, interpersonal and written communication skills, well-developed computer skills, and the ability to work relatively independently as part of a team, and to work with a goal-oriented approach.
9. A Victorian driver's licence.

5. CONDITIONS OF EMPLOYMENT

- Salary is paid in accordance with the VAC-GMHC Employment Agreement 2014.
- Salary packaging is available at Thorne Harbour Health; it is a legitimate method of restructuring existing salary into a combination of salary and expense payment benefits to provide a higher net remuneration for the employee.
- Employer's contribution to superannuation (10%) will also be paid.
- Conditions of employment are as stated in the VAC-GMHC Employment Agreement 2014.
- The position is for 19 hours per week (0.5 EFT)
- Completion by Thorne Harbour Health of a satisfactory police check and Working with Children check.
- A willingness and ability to work flexible hours is required, including some early morning, evening and weekend meetings and other work-related commitments.
- A Confidentiality Agreement must be signed.
- Thorne Harbour Health is an equal opportunity employer. All staff members are required to contribute to creating a non-discriminatory workplace.
- Thorne Harbour Health provides a non-smoking workplace.
- Membership of the appropriate union is strongly encouraged.
- Applicants must be either Australian citizens, or have permanent resident status.

6. PROFESSIONAL SUPERVISION

Thorne Harbour Health has a commitment to ensuring that staff members receive high-quality supervision on a regular basis. The person in this role is required to attend this supervision.

7. WORKPLACE HEALTH & SAFETY

As an employee of Thorne Harbour Health, staff need to strive to ensure a safe and healthy workplace by complying with the provisions of Section 25 of the Occupational Health and Safety Act 2004 (Duties of Employees).

8. APPLICATION PROCESS

Written applications addressing the selection criteria and including a resume and the names and contact details of three professional referees should be sent to recruitment@thorneharbour.org

For further enquiries please contact Toby Bolton, Housing Plus Coordinator, on 0439 447 479.

Applications close: Sunday, 22nd August 2021.

*Please note: it is **essential** that applicants specifically address the selection criteria. Where selection criteria have not been addressed, applications will not be considered.*