



## POSITION DESCRIPTION

<b>POSITION TITLE:</b>	LGBTIQ+ Specialist Lived/Living Experience (Peer) Worker
<b>PROGRAM:</b>	Therapeutic Services
<b>STATUS:</b>	Multiple Positions available
<b>REPORTING TO:</b>	LGBTIQ+ Specialist Mental Health Manager
<b>LOCATION:</b>	<b>Proposed 0.6 FTE to 0.8 FTE depending on applicant preference</b> Dandenong: 2 x 53.2 hour/fortnight positions (0.7FTE) Melton: 2 x 53.2 hour/fortnight positions (0.7 FTE) Bendigo: 2 x 53.2 hour/fortnight positions (0.7 FTE)
<b>CLASSIFICATION:</b>	VAC/GMHC Employment Agreement April 2014 - SCHCADS Award/SACS Level 4 <b>Thorne Harbour Health pays above award rates.</b>

### 1. ORGANISATIONAL ENVIRONMENT

Thorne Harbour Health is a community-controlled LGBTIQ+ 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 LGBTIQ+ 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 wellbeing programs. We advocate to reduce stigma and discrimination.

For more information on our organisation, please visit our website [www.thorneharbour.org](http://www.thorneharbour.org)

## **2. PROGRAM CONTEXT, ROLE & FOCUS**

The Therapeutic Services and Capacity Building teams provide specialist services to the LGBTIQ+ community, combining our counselling, alcohol and other drugs (AOD), family violence and capacity building programs.

These specialist services target the LGBTIQ+ community and people living with or affected by HIV or Hepatitis C.

Thorne Harbour Health's services to the LGBTIQ+ community and people living with HIV recognise the importance of specialist responses led by the LGBTIQ+ community for the community and that HIV-related programs adhere to the principles of the meaningful involvement of people living with and affected by HIV.

We also develop and deliver LGBTIQ+ training and capacity building.

### **About the Service**

The Mental Health and Wellbeing Locals, also referred to as "Locals", are a key recommendation from Victoria's Royal Commission into the mental health service system's transformation. The Locals will act as the 'front door' service to the mental health system and will provide a continuum of care and support, including clinical interventions, wellbeing supports, and therapeutic support through an integrated mental health and alcohol and other drug framework approach. These services will have a 'no wrong door' policy, ensuring accessibility to all individuals seeking support.

Thorne Harbour Health, as a partner organisation in the Mental Health Locals, will have LGBTIQ+ mental health managers, clinicians, and peer workers based at Dandenong, Melton and Bendigo Mental Health Local Services.

As an LGBTIQ+ Specialist Lived/Living experience worker, you will play a pivotal role in providing peer-led support and advocacy for individuals experiencing mental health challenges within the LGBTIQ+ community. Leveraging your lived experience, you will contribute to the development and delivery of mental health services that are culturally competent, affirming, and responsive to the unique needs of diverse gender and sexuality identities.

## **3. POSITION ROLE AND RESPONSIBILITIES**

- Provide empathetic and non-judgmental peer support to individuals and their families (including chosen) or support networks within the LGBTIQ+ community, drawing from personal experiences.
- Advocate for the rights and well-being of the LGBTIQ+ community, promoting peer-led initiatives and empowering individuals to navigate mental health systems.
- Participate in co-design and co-production initiatives, ensuring the inclusion of the LGBTIQ+ community in shaping mental health services and support.
- Actively engage with community groups, organizations, and stakeholders to build a sense of belonging, support and referral pathways for the LGBTIQ+ community.
- Collaborate effectively with clinical staff, multidisciplinary teams, and external partners to ensure holistic care and support for individuals.
- Implement trauma-informed peer support practices, recognising and responding to the unique experiences of trauma and violence within the LGBTIQ+ community.
- Contribute to collaborative documentation, sharing insights and feedback to improve service delivery and enhance the consumer experience.

#### **4. KEY SELECTION CRITERIA (Essential)**

##### **Qualifications**

Certificate IV in Mental Health Peer Work or similar qualification.

##### **Skills and Experience:**

###### **1. Lived Experience:**

- Personal lived experience within the LGBTIQ+ community, demonstrating resilience and a commitment to mental health and wellbeing.
- Personal lived experience of engaging with the mental health sector as a consumer.

###### **2. Empathy and Support:**

- Exceptional interpersonal skills with the ability to build trust, establish rapport, and maintain compassionate and supportive relationships with consumers and their families.
- Experience offering non-judgmental support and active listening to individuals experiencing mental health challenges within the LGBTIQ+ community.
- Proven ability to provide effective and empathetic peer support, drawing from personal experiences to inspire hope and recovery.

###### **3. Advocacy and Peer Support:**

- Advocacy for the rights and well-being of the LGBTIQ+ community, promoting peer-led support and empowerment.

##### **Desirable**

- Previous experience in delivering mental health services to LGBTIQ+ community members.

#### **5. CONDITIONS OF EMPLOYMENT**

- Salary is paid in accordance with the VAC/GMHC Employment Agreement 2014. The classification for the position is SCHCADS Award/SACS Level 4. Pay range is pro rata of \$87,266 - \$93,898 per annum.
- 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 will also be paid.
- Conditions of employment are as stated in the VAC/GMHC Employment Agreement 2014.
- Completion by Thorne Harbour Health of a satisfactory police check.
- Evidence of a successful 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 either be Australian citizens or have permanent resident status or be able to provide current visa documentation confirming proof of eligibility to stay and work in Australia.

## **6. PROFESSIONAL SUPERVISION**

Thorne Harbour Health has a commitment to ensuring that staff members receive high quality supervision on a regular basis. 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](mailto:recruitment@thorneharbour.org)

For further enquiries please contact: Nic Robinson-Griffith (Acting Manager of Services): [Nic.Robinson-Griffith@thorneharbour.org](mailto:Nic.Robinson-Griffith@thorneharbour.org)

Applications close: Sunday 11<sup>th</sup> February 2024.

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