



POSITION DESCRIPTION

POSITION TITLE:	LGBTIQ+ Specialist Lived/Living Experience (Peer) Worker
PROGRAM:	Therapeutic Services
STATUS:	2 x Positions Available Proposed 0.7 FTE (Melton) and 0.8 FTE (Dandenong)
REPORTING TO:	LGBTIQ+ Specialist Mental Health Manager
LOCATION:	1 x Role Available in Dandenong + 1 x Role Available in Melton
CLASSIFICATION:	VAC/GMHC Employment Agreement April 2014, SCHADS Award/SACS Level 4 Thorne Harbour Health pays above award rates

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 Victoria 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

To devise and deliver community-led and culturally appropriate health and wellbeing programs and to advocate for the reduction of stigma and discrimination.

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

The Communities We Serve

When we talk about 'the communities we serve', language matters. We use words in ways that acknowledge and demonstrate respect for the way we describe our bodies, genders, and relationships. The terminology our communities use is complex and evolving, and identities can shift and change over the course of a person's life. We now use the LGBTIQ+ acronym as a collective term, but not all see it as inclusive enough. At Thorne Harbour

Health, the communities we serve are made up of unique people with diverse backgrounds and experiences who identify as lesbian, gay, bisexual, people with innate variations of sex characteristics, trans and gender diverse, non-binary, intersex, queer, other sexualities, gender bodily diverse people, and all people living with HIV. HIV continues to be important to us because it's where we began and will always be part of our communities' experience. While we remain committed to using and advocating for inclusive language and will endeavour to always describe people in the way they describe themselves, for the purpose of communication and accessibility of this strategic plan, we will use the term 'our communities' when referring to the diverse communities we serve.

This strategy is informed by our communities. We acknowledge the people we have lost to HIV, transphobia, homophobia, stigma, and discrimination. We acknowledge the learnings and guidance from our communities' elders and honour their legacy.

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

About the Program

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.

POSITION ROLE AND RESPONSIBILITIES

- Provide empathetic and non-judgmental peer support to individuals and their families (including chosen family) or support networks within the LGBTIQ+ community, drawing from personal experiences.
- Advocate for the rights and wellbeing 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, organisations, 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 partner 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 wellbeing of the LGBTIQ+ community, promoting peer-led support and empowerment.
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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 SCHADS Award/SACS Level 4. Pay range is pro rata of \$90,539 - \$97,419 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 valid 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.
- Candidates must have full working rights in Australia and may be required to provide proof of this eligibility.

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 (Victoria) (Duties of Employees) or Section 28 of the *Work Health and Safety Act 2012* (South Australia) (Duties of Workers).

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:

Toyah Hoetzel - LGBTQ+ Specialist Mental Health Manager – toyah.hoetzel@thorneharbour.org

Applications close Friday 4th October 2024.

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