**Mental Health Peer Worker – Hunter (LGBTQ+)**

**An opportunity to join a team of peer workers using their lived experience to support the mental health of LGBTQ+ community members of all genders across NSW.**

* 1 x Newcastle Based Role: Part-Time (2 days / week)

**What is ACON’s Mental Health Peer Work Service?**

The Mental Health Peer Work service at ACON is the combination of two specialty streams of mental health peer work: Suicide Prevention and Trans Mental Health and Wellbeing. It is a state-wide service that can be accessed by community via telehealth or face-to-face at one of the three ACON offices; Surry Hills, Newcastle, and Lismore. The position we are recruiting for will be Newcastle-based.

**Ok, so what’s the role?**

The Mental Health Peer Worker - Suicide Prevention role is essentially utilising your personal lived/living experience of suicidality and mental health recovery to support community members on their mental health recovery journeys. This service is only for LGBTQ+ people and recognises the unique contexts that influence suicidality and mental unwellness for people of diverse sexualities and genders, and its impacts.

You will:

* Maintain a caseload of LGBTQ+ peers (clients) who are experiencing suicidal crises or following a recent suicide attempt. Some clients may also be seeking support in relation to gender and/or sexuality, mental health, substance support, ageing, housing, and/or be newly diagnosed or living longer-term with HIV.
* Collaborate with peers, colleagues, other services, supervisors and managers in a person-centred, trauma-informed manner to appropriately meet the needs and support the people you are working with.

**Who are we looking for?:**

* Someone who has an understanding of ACON’s communities and the unique complexities of working with LGBTQ+ peers who are experiencing suicidal crises or following a recent suicide attempt.
* Someone confident in sharing and using their personal lived experience of suicide and mental health recovery in a safe and meaningful way to support and advocate for the peers they are working with.

**What else can we tell you?**

ACON provides a colourful, nurturing, and fun workplace. Our employees and volunteers are the foundation for our ongoing effectiveness and for our capacity to deliver innovative community engagement and health promotion programs and initiatives for our communities.

To support the successful candidate in their new role at ACON we offer:

* Flexible working arrangements.
* Generous learning and development opportunities.
* Potential for tailored mentoring opportunities.
* Supportive working environment with a knowledgeable and friendly team.

You will be part of the Community Health team which delivers Care Coordination, counselling, substance support counselling, peer mental health support, trans mental health and trans peer support across NSW. It’s an energetic team of people with a dedicated focus on improving the lives of LGBTQ+ people.

**What’s the remuneration and working details?:**

Newcastle Role (Part-Time):

**Salary** (P-Time): $27,767 – $33,620 (*Gross per-annum for 2 days / week, PLUS* S*uperannuation and Leave Loading*) – commensurate with skills, qualifications, and experience.

**Location**: ACON’s Islington (Newcastle) Office, with some flexible working from home arrangements possible.

**Hours:** Part-Time (28 hours per fortnight).

We offer flexible working arrangements and a generous array of entitlements often above the National Employment Standards (NES) including:

* Salary Packaging up to $30,000 gross up value (i.e., currently up to $15,899 tax free) pro rata.
* Generous pro-rata leave entitlements – including up to an extra week of paid leave for full time employees to be taken during our Christmas and New Year’s shutdown period.
* Employee Assistance Program (EAP) – access to a comprehensive counselling service free to employees.

**How can I find out more details and apply?**

If this sounds like you, we invite you to apply to join our team and help us make a meaningful impact on the lives of those we serve. By joining us, you will be part of a mission to create a healthier and more inclusive community.

We’d love someone who has experience already in this area but people at all levels of experience are absolutely welcome to apply. We highly encourage Aboriginal and Torres Strait Islander people, people from culturally, linguistically and ethnically diverse, migrant, and refugee backgrounds, and people of colour, people with disabilities, and people of all genders to apply.

For more information on the roles, please contact Chloe Wilson, Co-ordinator Mental Health Peer Work at [CWilson@acon.org.au](mailto:CWilson@acon.org.au) or 02 4962 7700, or Kage Gold, Acting Regional Manager Hunter at [KGold@acon.org.au](mailto:KGold@acon.org.au)

If this sounds like the position and organisation you’ve been looking for, find out how to apply at www.acon.org.au/jobs.

All applications must include:

1. Your completed *ACON Employment Application Form* – with all the details filled in where requested;
2. Your *Cover Letter* outlining how you meet the *Selection Criteria* (max. 4 pages); and
3. Your *Resume* (max. 4 pages).

**Applications Close: Sunday 7 April 2024**

We are grounded in the belief that diversity is our strength, our differentiator, and at the core of who we are and what we do. As part of our commitment to inclusion, we encourage applications from people living with HIV, Aboriginal and Torres Strait Islander people and LGBTQ people from culturally, linguistically and ethnically diverse, migrant and refugee backgrounds, and LGBTQ people of colour.

[www.acon.org.au](http://www.acon.org.au)

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| APPROVED: Director, Community Health | Mental Health Peer Worker – Hunter (LGBTQ+) | Feb 2024 |

**POSITION DESCRIPTION**

**Position Title:** Mental Health Peer Worker – Hunter (LGBTQ+)

**Work Level:** Operational

**Reports To:** Co-ordinator, Mental Health Peer Work

**Direct Reports:** This position does not have any employees reporting into it

**Position Overview**

This position requires significant lived experience of diverse genders and sexualities, and recovery from mental health or suicidal crisis.This enables the provision of peer support and mentoring to people in our communities, who present to our service in a state of current suicidal crisis or following a recent suicide attempt.

The role requires the use of your personal experience openly, appropriately and effectively to build professional relationships with the people you support. You will be providing support to people living throughout NSW face-to-face and via telehealth.

**Main Activities**

* Provide peer support, mentoring and advocacy to your clients.
* Listen to and create opportunities and activities that meet the interests and goals of your clients.
* Support clients to strengthen their self-management skills through self-directed and shared learning experiences.
* Ensure that individual support is provided to help clients meet their recovery journey goals, using a strengths-based and client-led approach.
* Work collaboratively with Care Coordinator / Counsellors and broader clinical and non-clinical and health promotion teams within ACON.
* Support Care Coordinator / Counsellors to meet the logistic and social needs of clients such as attending appointments, completing paperwork, and home visits (where appropriate).
* Support the promotion of the service and the development of a state-wide mental health website including blogs, resources, workshops and service provider information.

ACON offers Peer Workers the opportunity of external peer supervision, professional development, staff meetings, networking with other peer workers and peer navigators within ACON and across the LGBTQ+ and mental health sectors, and other activities that promote skill-building and positive engagement as part of a team.

The role may involve some travel across regional NSW to build referral pathways and promote the service.

Please be aware that the role involves working with people who:

* Are part of the LGBTQ+ population – evidence suggests that many clients will be trans (binary and non-binary), bi+, queer and/or experience additional intersectionality such as being gay and Aboriginal, a Sistergirl or Brotherboy, from Western Sydney or a regional community, or from a multicultural or multi-faith background.
* Are experiencing current suicidal thoughts or have recently made a suicide attempt.
* May be distressed.
* May have experienced trauma (E.g., child abuse, history of violence).
* May be unpredictable or aggressive (E.g., drug and alcohol induced, episodic situations).

**Selection Criteria**

**Essential:**

1. Significant lived experience of diverse genders and sexualities, and recovery from mental health or suicidal crisis.
2. At least 1-year experience working or volunteering in the community in a mental health setting.
3. Ability to reflect intentionally and thoughtfully upon one’s personal lived experience of mental ill-health, and an understanding of which elements are individual or structural, and which may be common to many people of diverse sexuality and gender.
4. A strong commitment to, and good understanding of, trauma-informed recovery-based practice.
5. Ability to work independently and collaboratively as part of a team, reporting back regularly so progress can be supported.
6. Well-developed verbal and written communication skills.
7. Demonstrated experience using Microsoft Office.

**Desirable:**

1. Certificate IV in Mental Health Peer Work or equivalent qualification.
2. An understanding of the Australian LGBTQ+ mental health evidence-base.
3. Experience working collaboratively with allied health professionals.
4. Knowledge of mental health services and other community services in NSW.
5. Prior experience in a peer work role.

**How do I apply?**

You must email us the following three documents in MS-Word or PDF format to [vacancy@acon.org.au](mailto:vacancy@acon.org.au):

* + 1. **Your completed ACON application form – with all the details filled in**

You can download this at <https://www.acon.org.au/about-acon/jobs/>

* + 1. **Your Cover Letter outlining how you meet the Selection Criteria**

Tell us how you meet each of the Selection Criteria in the Position Description in detail.

Tell us how your skills and experience relate to the requirements of the role and how you’d use them to excel in this job.

To do this, please address each criterion separately. You should use statements with examples that clearly demonstrate your competency in a particular area.

Applicants who do not demonstrate that they meet the requirements of the position will not be invited to attend an interview.

* + 1. **Your Resume**

Tell us about your current and previous employment and your education. Be sure to include:

1. Your **Name**, **Contact Details** and preferred **Pronouns**.
2. Your **Education** including any degrees you have received, the institution and its location and the date of your graduation. You might also want to include your major/minor fields, any honours, and publications.
3. Your **Work Experience** including jobs, internships, and volunteer work.

**How does recruitment work at ACON?**

There are five main steps in the process:

**1) Application**

ACON receives your application, cover letter and resume. You will receive an email acknowledging receipt of your documents.

**2) Shortlisting**

A selection panel of 2-4 qualified persons will review all the applications and offer interviews to those applicants whose applications best address the requirements of the position.

**3) Interview**

If you are shortlisted for interview, you will be contacted by the Recruiting Manager and invited to an interview. Your interview may take the form of a question-and-answer session, a presentation of your previous work, a test of your computer skills, or any other form that is relevant to the position. The Recruiting Manager will let you know the format of the interview and any documents, presentations, or examples of previous work that you might need to bring with you.

**4) Offer**

Appointments to positions with ACON are based on merit. This means that the applicant who is judged to be the most qualified and capable of carrying out the duties of the position will be offered the role. The decision to make you an offer is based on your written application, your performance at interview, and successful Referee Checks, Criminal Record Checks, Proof of Vaccination and Working with Children Checks (if applicable).

**5) Acceptance and Commencement**

Once a salary and start date have been agreed, you will receive a commencement pack from the People and Culture Team including your contract and other documents (E.g., the ACON Code of Conduct, Tax File Declaration, Bank Deposit details, Superannuation Choice forms, etc.). Once these are returned to the People and Culture team, you are ready to start work on your agreed date.

**How long does it take to hear back on my application?**

If you have applied via email, you will be sent a return email within 1-3 business days acknowledging receipt of your application, and informing you of the date by which all successful applicants will be notified they have progressed to the next stage of the recruitment process. If you have not been contacted by this date, then unfortunately your application has not been successful.

If you are successful in gaining an interview, the Recruiting Manager will contact you to arrange a suitable date and time for interview. If you are not selected for an interview, you will not receive any further notifications regarding your application for this role. We appreciate the time you took to respond to our advertisement, and for your interest in ACON, and encourage you to apply for future roles that are advertised that fit your skills, experience, and qualifications.