**Mental Health Peer Worker (Suicide Prevention)**

**Awabakal/Newcastle Part Time (3 days a week)**

Do you want to leap into a career that empowers you to use your lived and living experiences to support and promote the health and wellbeing of the regional LGBTQ+ community? If this sparks your interest- keep reading!

* We are excited for someone to join our Peer Work Team and play a vital role in the delivery of our Statewide Suicide Prevention and Aftercare Service that supports LGBTQ+ community following a suicidal crisis, an attempt or those experiencing suicide risk.
* This regional NSW based peer work role has become a possibility through an expansion of our grant through the Hunter New England and Central Coast Primary Health Network.

**What’s ACON’s Regional Services you say?**

* Our regional teams engage with LGBTQ+ people, community members and people living with HIV (PLHIV) in providing care coordination, peer support, counselling services, delivering health promotion campaigns, undertaking community development and peer education initiatives, supporting community groups and events, providing training and support to mainstream services, and providing access to the needle and syringe program.

**Ok, so what’s the role?**

The Mental Health Peer Worker (Suicide Prevention) is essentially utilising your lived experience of suicide and mental health challenges to support LGBTQ+ community members experiencing suicidal distress or following a recent attempt. This role is a part of a multidisciplinary team consisting of lived experience and non-lived experience roles responding to the needs of LGBTQ+ community members, however peer support may be delivered as a standalone support service depending on the support preferences of individual community members.

 You will:

* Provide strengths based, recovery orientated and trauma informed peer support, advocacy and mentoring to LGBTQ+ community members
* Support and empower peer clients to strength their self-management skills
* Work collaboratively with ACON staff, in particular Client Services and Regional Services staff to ensure adequate support is provided to peer clients in a timely manner
* Regularly attend and actively participate in required team meetings to ensure consistent quality service delivery
* Support the promotion of the service

**Who are we looking for?**

* Someone with significant lived experience of suicide, mental health distress and recovery who is eager to use this experience to support LGBTQ+ people and people living with HIV
* Someone who is compassionate and passionate about human rights and social justice
* Someone who understands the broad range of social factors that impact experiences of suicidality for LGBTQ+ people and people living with HIV
* Someone with solid written and verbal communication skills including empathy, conflict resolution, productive feedback, active listening and case notes
* Someone with a strong commitment and understanding of ACON’s communities, particularly people with HIV
* Someone with experience working or volunteering in a mental health setting
* Someone with the ability to meaningfully connect with people from diverse backgrounds and possess the skills and commitment to provide a culturally open space
* Someone with a balance of initiative and collaboration, who can work independently and as a part of a cohesive and supportive team

**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.

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

**Salary**: $85,457 - $96,745 TPR (*Gross per-annum, PLUS* S*uperannuation and Leave Loading*) – commensurate with skills, qualifications, and experience.

**Location**: ACON’s Awabakal/Hunter Office, with flexible working options a possibility (away from the office).

**Hours:** Part-Time (42 hours per fortnight) on a 1-year fixed term contract with the possibility of extension.

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

* Salary Packaging up to $35,000 gross up value (i.e., currently up to $15,900 Expenses + $2,650 Meals, tax free).
* 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.
* Access to discounted unique accommodation experiences to improve employee health and wellbeing.

**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 CALD backgrounds, people with disabilities, and people of all genders to apply.

For more information on the role, please contact Kate Airmid Team Leader Peer Workers, via email at kairmid@acon.org.au or (02) 4962 7700.

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 20 July 2025**

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.

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| APPROVED: Acting Dir, Community Health & Client Services | Mental Health Peer Worker Suicide Prevention | June 2025 |

**POSITION DESCRIPTION**

**Position Title:** Mental Health Peer Worker (Suicide Prevention)

**Work Level:** Operational

**Reports To:**  Team Leader Peer Workers (Hunter)

**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 current suicidal crisis or following a recent suicide attempt. You will be required to use your experience openly, appropriately and effectively to build professional connections with the people you support. You will be providing support to people living throughout NSW face-to-face and via telehealth.

ACON can offer Peer Workers the opportunity of external peer supervision, professional development, staff meetings, networking with other peer workers 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.

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

Please be aware that this role will involve working with people who:

* Are part of the LGBTQ+ population, evidence demonstrates that many clients will be trans (binary and non-binary), bi+, queer and/or experience additional intersectionality's such as being gay and Aboriginal, a Sistergirl or Brotherboy, from 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
* May at times be under the influence of drugs or alcohol

**Main Activities**

In this role, you will:

* Provide peer support, mentoring and advocacy to your peer clients
* Listen to and create opportunities and activities that meet the interests and goals of your peer clients
* Support peer clients to strengthen their self-management skills through self-directed and shared learning experiences
* Ensure that individual support is provided to help peer 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 peer 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.
* Champion the development and sustained implementation of diversity and inclusion initiatives within the workplace, actively promoting a culture that respects, celebrates and cultivates differences among staff and volunteers.
* Actively participate in, and contribute to building an effective and positive team culture, continuing professional development, information exchange and quality improvement activities; and an ongoing process of supervision, unit meetings, team meetings, and general staff meetings.
* Perform other duties to assist with the work of the unit as requested by your supervisor (or designate).

**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. 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 and demonstrated experience using Microsoft Office

**Desirable:**

1. Certificate IV in Mental Health Peer Work/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
6. Recommended vaccinations against illness that may adversely impact ACON’s communities.

**How do I apply?**

You must email us the following three documents in MS-Word or PDF format to 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.