**Multicultural Peer Navigation Officer**

**Do you understand the challenges of settling into a new country? Do you want to make a real difference in your community and contribute to efforts to end HIV transmission and health inequality? We’d love to hear from you!**

* Draw on your interpersonal skills and lived experience of migrating to Australia to build trust and support others in feeling confident to navigate health services, especially sexual health services, around Australia.
* New role in a passionate and values-driven team.

**What’s the Peer Navigation Project, you say?**

You’ll be working within ACON’s HIV and Sexual Health Division, supporting the establishment of a new peer navigation project. This project is designed to help recently arrived gay and bi+ men settle into life in Australia, build local community connections, and access sexual health services with confidence and ease.

**Ok, so what’s the role?**

The Multicultural Peer Navigation Officer will draw on lived or community experience to build trust, provide information, and guide individuals through Australia’s HIV and sexual health system. The role focuses on culturally inclusive support by addressing barriers to access and connecting people with relevant services such as HIV testing, PrEP, treatment, and peer support. You will:

* Provide one-on-one peer navigation, in both English and another language, to newly arrived and overseas-born gay, bisexual and men who have sex with other men (GBMSM) in a culturally inclusive and non-judgemental way.
* Work with community members to build confidence in engaging with healthcare providers and promote system literacy.
* Collaborate with other team members to plan and implement outreach activities, particularly in settings where priority language communities gather.

**Who are we looking for?**

* Someone with lived experience of, or strong community connection with, overseas-born GBMSM, and an understanding of the health and social issues they may face.
* Someone with strong interpersonal skills in both English and a community language (e.g., Thai, Chinese, Vietnamese, Spanish or Portuguese), and confidence to engage with the community in multiple languages.
* Someone willing to learn about HIV/STI treatment and prevention, and to support other in accessing care.

**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.

We provide a flexible and supportive working environment. You’ll be part of the HIV and Sexual Health Division. A highly focused team responsible for delivering information and support services on relevant health issues to GBMSM, people living with HIV, and other ACON communities.

**The ‘Nuts & Bolts’**

**Salary**: $72,547.00 to $75,625.00 (*Gross per-annum, PLUS* S*uperannuation and Leave Loading*) – commensurate with skills, qualifications, and experience.

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

**Hours:** Full-Time (70 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.

**Still reading?**

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 Matthew Vaughan, Director, HIV & Sexual Health, via [mvaughan@acon.org.au](mailto:mvaughan@acon.org.au) or (02) 9206 2082.

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* answering the following questions (max. 300-400 words per response):
   * 1. Please describe your lived experience of migrating to Australia as a gay or bisexual man, or your understanding of the migration experience for others in this community. *In your response, you may wish to include how you established your life in Australia, as well as any successes or challenges you experienced along the way.*
     2. Please describe your knowledge of the Australian healthcare system, particularly in relation to HIV and STIs. *You may include your understanding of testing, treatment, prevention, and how people can access these services.*
     3. Please describe your interpersonal skills. *In your response, tell us how you communicate with others, how you build friendships or social networks, and how you support or influence people in your community*; and
3. Your *Resume* (max. 3 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.

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

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| APPROVED: Director, HIV & Sexual Health | Multicultural Peer Navigation Officer | Jul 2025 |

**POSITION DESCRIPTION**

**Position Title:** Multicultural Peer Navigation Officer

**Work Level:** Operational

**Reports To:**  Team Leader – Multicultural Peer Navigation

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

**Position Overview**

The *Multicultural Peer Navigation Officer* plays a vital role in delivering culturally responsive HIV prevention, testing and support for gay, bisexual and other men who have sex with men (GBMSM) who are newly arrived in Australia or from culturally and linguistically diverse (CALD) backgrounds.

As a multilingual peer, you will draw on lived or community experience to build trust, provide information, and guide individuals through Australia’s HIV and sexual health system. The role focuses on culturally inclusive support by addressing barriers to access and connecting people with relevant services such as HIV testing, PrEP, treatment, and peer support.

The *Multicultural Peer Navigation Officer* will work closely with the Team Leader and other team members to deliver one-on-one support, outreach, and digital engagement activities.

**Main Activities**

This position is well-suited to someone who is passionate about community empowerment, health equity, and culturally safe service delivery. You will:

* Provide one-on-one peer navigation, in both English and another language, to newly arrived and overseas-born GBMSM, including information, guidance, referrals and support to access HIV and sexual health services in a culturally inclusive and non-judgemental way.
* Work with community members to build confidence in engaging with healthcare providers and promote system literacy.
* Maintain accurate records of activities, including the monitoring and evaluation of program outcomes and effectiveness.
* Collaborate with other team members to plan and implement outreach activities, particularly in settings where priority language communities gather.
* Support the development and delivery of community workshops, discussion groups and online resources that promote HIV-related services and promotes sustained engagement with prevention and treatment.
* Support ACON's sexual health testing initiatives, including the provision of point of care tests for HIV.
* 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.
* Uphold ACON’s values, policies and commitment to culturally safe, community-led services.
* Perform other duties to assist in the work of the unit as requested by your supervisor (or designate).

**Selection Criteria**

**Essential:**

1. Lived experience of, or strong community connection with, overseas-born gay, bisexual and other men who have sex with men (GBMSM), and an understanding of the health and social issues they may face.
2. Proficiency in a community language other than English, preferably Thai, Chinese, Vietnamese, Spanish or Portuguese.
3. Strong interpersonal skills and confidence engaging with community members in both English and another language, with an ability to work both independently and work with others.
4. A willingness to learn about HIV/STI treatment and prevention, and to support others in accessing care.
5. Understanding of, and commitment to, ACON’s communities, particularly people living with HIV, gay, bisexual and other men who have sex with men (GBMSM), people with lived experience of migration to Australia, as well as all LGBTQ+ people.

**Desirable:**

1. Experience in community engagement, peer support, health promotion or related work, particularly the use of digital platforms and/or social media used by multicultural LGBTQ+ communities.
2. Understanding of Australia’s healthcare system, particularly in the context of HIV and sexual health services.
3. Recommended vaccinations against illness that may adversely impact ACON’s communities.

**Additional Information**

This is a full-time position available on a 1-year fixed term contract (with the possibility of extension).

**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 answering the following questions (max. 300-400 words per response):**
  1. Please describe your lived experience of migrating to Australia as a gay or bisexual man, or your understanding of the migration experience for others in this community. In your response, you may wish to include how you established your life in Australia, as well as any successes or challenges you experienced along the way.
  2. Please describe your knowledge of the Australian healthcare system, particularly in relation to HIV and STIs. You may include your understanding of testing, treatment, prevention, and how people can access these services.
  3. Please describe your interpersonal skills. In your response, tell us how you communicate with others, how you build friendships or social networks, and how you support or influence people in your community; and

**3) 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.