**Peer Worker (Trans Mental Health and Wellbeing)**

**Gadigal / Sydney, Part-time: 3 days a week**

* We are on the lookout for someone to join the Community Care team and play a vital role in our Trans Mental Health and Wellbeing program.
* This position has come about through funding to support the mental health and wellbeing of trans and gender diverse people (including people questioning their gender).

**Ok, so what’s the role?**

The Peer Worker (Trans Mental Health and Wellbeing) uses lived experience to guide the provision of peer navigation, peer support, mentoring and advocacy to trans community members. The position sits within and works closely with the broader ACON Client Services team to deliver trauma-informed, wholistic person-centred support to clients.

You will be required to use your 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 in the ACON office and via telehealth. Due to the nature of the role, you will be supporting individuals that are experiencing mental ill health, distress, suicidal ideation or suicidal crisis.

You will:

* Provide peer navigation, peer support, mentoring and advocacy to trans and gender diverse people, including people who are questioning their gender, and trans people who are experiencing mental ill health, present in distress or are experiencing a suicidal crisis.
* Use a strengths-based and person-led approach to help clients navigate to gender affirming care and support, and if required to support them to meet their recovery journey goals.
* Support clients to strengthen their self-management skills through self-directed and shared learning experiences.
* Work collaboratively with the broader clinical, non-clinical and health promotion teams within ACON to ensure that the broad psycho-social support needs of clients are being met.
* Maintain timely client records by documenting work with clients in ACON’s electronic client record management system.
* Collect required client data to enable reporting to funders and service evaluation, including demographics, client outcome and client experience data.
* Conduct outreach support (as required) following ACON policies and procedures – this could include attending appointments or conducting home visits with clients to provide advocacy and support.

**Who are we looking for?:**

* Someone with the ability to reflect thoughtfully upon one’s personal lived experience of being trans or gender diverse, and an understanding of which elements may be common to other trans people, with the intention of providing peer navigation and peer support.
* A person with lived experience of, and recovery from, psychological distress, mental ill health, and a willingness to share your story purposefully to support the mental health of others.
* Someone with at least 6-months work in a peer position or volunteering with LGBTQ+ community members.
* A person with a strong commitment to, and understanding of, trauma-informed recovery-based practice.
* Someone who works independently and collaboratively in a team, reporting regularly to be supported.
* A person with well-developed communication skills and demonstrated experience using MS Office.
* Someone with proof of CoVid-19 Vaccination, in addition to other vaccination required to perform the role.

**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 work environment as part of the Client Services Unit within the Community Health Division. A highly focused team responsible for delivering trauma-informed, wholistic person-centred support to clients.

**The ‘Nuts & Bolts’:**

**Salary**: $69,924 to $72,891 (*Gross FTE per-annum, PLUS* S*uperannuation and Leave Loading*) – commensurate with skills, qualifications, and experience *[$41,954 to $43,734 for 3 days per week*].

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

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

We offer flexible working arrangements and a generous array of 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.

**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 Chloe Wilson, Peer Work Team Leader at [cwilson@acon.org.au](mailto:cwilson@acon.org.au) or (02) 49627700 or Louise Dunne, Acting Regional Operations Manager at [ldunne@acon.org.au](mailto:ldunne@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*; and
3. Your *Resume*.

**Applications close: Sunday 1st September 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: Acting Director, Community Health | Peer Worker (Trans Mental Health and Wellbeing) | Aug 2024 |

**POSITION DESCRIPTION**

**Position Title:** Peer Worker (Trans Mental Health and Wellbeing)

**Work Level:** Operational

**Reports To:** Team Leader, Peer Work Services (Hunter)

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

**Position Overview**

The Peer Worker (Trans Mental Health and Wellbeing) uses lived experience to guide the provision of peer navigation, peer support, mentoring and advocacy to trans community members. The position sits within and works closely with the broader ACON Client Services team to deliver trauma-informed, wholistic person-centred support to clients.

You will be required to use your 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 in the ACON office and via telehealth.

Due to the nature of the role, you will be supporting individuals that are experiencing mental ill health, distress, suicidal ideation or suicidal crisis.

**Main Activities**

In this role, you will be expected to:

* Provide peer navigation, peer support, mentoring and advocacy to trans and gender diverse people, including people who are questioning their gender, and trans people who are experiencing mental ill health, present in distress or are experiencing a suicidal crisis.
* Use a strengths-based and person-led approach to help clients navigate to gender affirming care and support, and if required to support them to meet their recovery journey goals.
* Support clients to strengthen their self-management skills through self-directed and shared learning experiences.
* Work collaboratively with the broader clinical, non-clinical and health promotion teams within ACON to ensure that the broad psycho-social support needs of clients are being met.
* Maintain timely client records by documenting client work in ACON’s electronic client record management system.
* Collect required client data to enable reporting to funders and service evaluation, including demographics, client outcome and client experience data.
* Conduct outreach support (as required) following ACON policies and procedures – this could include attending appointments or conducting home visits with clients to provide advocacy and support.

ACON offers Peer Workers regular line supervision, 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. It may also provide opportunity to facilitate group peer support for individuals.

Please be aware that this role involves working with trans people and people questioning their gender, who we know through statistics and anecdotally, experience high rates of psychological distress, suicidality and trauma. As such this role will involve working with people who:

* 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 use substances at problematic levels or experience mental ill health.

**Selection Criteria**

**Essential:**

1. Ability to reflect thoughtfully upon one’s personal lived experience of being trans or gender diverse, and an understanding of which elements may be common to other trans people, with the intention of providing peer navigation and peer support.
2. Personal lived experience of, and recovery from, psychological distress, mental ill health, and a willingness to share your story purposefully to support the mental health of others.
3. At least 6-months experience working in a peer position or volunteering with LGBTQ+ community members.
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.
7. Evidence of CoVid-19 Vaccination, in addition to any other vaccination required to perform the role.

**Desirable:**

1. Certificate IV in Mental Health Peer Work/equivalent qualification.
2. Experience working collaboratively with allied health professionals.
3. Knowledge of mental health services and other community services in NSW.

**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.