**Peer Worker – Suicide Prevention**

**Bundjalung/Lismore Part Time (3 days a week)**

* 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 so – keep reading!
* You can 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.

**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 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 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 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.
* Administer, support, train and evaluate volunteer workers, while ensuring they are properly onboarded and documented in accordance with relevant ACON policy & procedures.

**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.
* A person 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.
* A person 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.
* A person 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**: $75,625 to $85,614 FTE (*Gross per annum, PLUS* S*uperannuation and Leave Loading*) – commensurate with skills, qualifications, and experience (being $45,375 to $51,368 gross per annum for 3 days / week).

**Location**: ACON’s Bundjalung/Northern Rivers office (Lismore) with some flexible working options a possibility (WAFTO).

**Hours:** Part-Time (*42 hours per fortnight*) on a fixed term contract, with the 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 end of year holiday 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/or Torres Strait Islander people, people from culturally and linguistically diverse backgrounds, people with disabilities, and people of all genders to apply.

For more information on the role, please contact Kate Airmid (she/her) Team Leader of Peer Work Services, via email at [kairmid@acon.org.au](mailto:kairmid@acon.org.au) or 0434 842 148.

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: Tuesday 22nd April 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: Brad Bower | Acting Director Regional Services | Oct 2024 |

**POSITION DESCRIPTION**

**Position Title:** Peer Worker – Suicide Prevention

**Work Level:** Operational

**Reports To:**  Team Leader Peer Work

**Direct Reports:**  Small team of Casual / Volunteer Peer Workers

**Position Overview**

ACON Health provides services to people living in NSW of diverse sexuality and gender (LGBTQ+) community, and to people living with HIV (PLHIV).

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. 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 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., under influence of drugs or alcohol, episodic situations.

**About Regional Community Care and Statewide Peer Work Services**

The Peer Work Service team use their lived experience to guide the provision of peer navigation, peer support, mentoring and advocacy to trans community members and for suicide prevention. The team sits within and works closely with the broader ACON Client Services team to deliver trauma-informed, wholistic person-centred support to clients in NSW face-to-face in the ACON offices and via telehealth.

The Regional Community Care Teams are based in the Hunter and Northern Rivers offices. They provide services to people living with (PLHIV), affected by or at risk of HIV, and to sexuality and gender diverse people in NSW that are aged 18 or over, including:

* Up to 12 free one-hour counselling sessions over a period of up to 6 months, with no mental health plans required. Counselling is provided with a short-term solution focused framework with clients encouraged to identify 1-3 goals.
* Care coordination of up to 6 months, depending on needs, to help people; access relevant healthcare and support services, increase their ability to manage their care and reduce social isolation.

**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 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.

**Main Activities** (continued)

* 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.

**General Activities**

* Plan, schedule, deliver and evaluate team activities to achieve established goals and objectives in line with the ACON Business Plan and ACON’s key strategic plans, including the Reconciliation Action Plan, Multicultural Engagement Plan, and Trans Health Blueprint.
* Administer, support, train and evaluate volunteer workers, while ensuring they are properly onboarded and documented in accordance with relevant ACON policy & procedures.
* Actively participate in, and contribute to an ongoing process of supervision, unit meetings, team meetings, general staff meetings, quality improvement and professional development strategies.
* 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.
* Perform other duties to assist with the work of the Division as requested by your supervisor (or designate) such as presenting to other service providers or ACON communities.
* This role may involve some travel across regional NSW to build referral pathways and promote the service.

**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 of 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.
7. Evidence of up-to-date recommended vaccinations to meet Department of Health requirements for the role.

**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. Current Australian driver’s license.

**Additional Information**

This position is based in ACON’s Bundjalung/Northern Rivers (Lismore) office.

**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.