

Position Description

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| Title | Lived Experience Peer Cadet |
| Business unit | AOD, Mental Health & Carer Services |
| Location | As per employment agreement |
| Employment type | Part Time, Maximum Term |
| Reports to | Project Lead, Peer Cadet Program |

About Uniting

Uniting Vic.Tas is the community services organisation of the Uniting Church. We've been supporting people and families for over 100 years. We work alongside people of all ages in local communities in Victoria and Tasmania. Our services reach to Albury-Wodonga in the north, Mallacoota in East Gippsland, the Wimmera region in the west, and across Tasmania.

We empower children, young people and families to learn and thrive. We're there for people experiencing homelessness, drug and alcohol addiction or mental illness. We support people with disability to live the life they choose. We assist older people to maintain their independence and enjoy life. We provide opportunities to access training and meaningful employment. We're proud to welcome and support asylum seekers to our community. We work to empower people with the information, skills and tools they need to live a healthy, happy life.

As an organisation, we work in solidarity with Aboriginal and Torres Strait Islander people as Australia's First Peoples and as the traditional owners and custodians of this land.

We celebrate diversity and value the lived experience of people of every ethnicity, faith, age, disability, culture, language, gender identity, sex and sexual orientation. We welcome lesbian, gay, bisexual, transgender, gender diverse and non-binary, intersex, and queer (LGBTIQ+) people at our services. We pledge to provide inclusive and non-discriminatory services.

Our purpose: To inspire people, enliven communities and confront injustice

Our values: We are imaginative, respectful, compassionate and bold

1. Position purpose

The Royal Commission into Victoria's Mental Health System provides an opportunity to reform the Mental Health system and to improve the access to services, service navigation and models of care.

The Lived Experience Peer Cadet Program responds to the Royal Commission's recommendation to increase the number of entry points for lived experience workforces and provide a supportive and structured environment for learning.

The Lived Experience Peer Cadet Program is an employment opportunity for people with lived experience undertaking the Cert IV in Mental Health Peer Work, to enter a period of 12 month paid cadetship across one of six participating Victorian non-government community mental health services as a consumer or carer lived experience practitioner.

Cadets will develop knowledge, skills, practical placement experience and completion of work placement, and confidence in a structured and supported environment. Throughout their employment cadets will receive individual support, supervision, and reflective practice opportunities that are discipline specific and take part in appropriate Community of Practice activities.

2. Scope

Budget: nil

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People: nil

3. Relationships

Internal

- Project Lead, Peer Cadet Program
- Team Leader AOD & Mental Health Lived & Living Experience
- Manager, AOD, Mental Health & Wellbeing
- Senior Mentor, Lived & Living Experience
- Peer Facilitators
- Other Peer Cadets
- Mental Health and Alcohol and Other Drugs Division Program staff

External

- Other Organisation Peer Cadets Teams

4. Key responsibility areas

Peer Cadets will develop personal qualities, skills and experience that are considered desirable to enable you to effectively work in the role of a lived experience consumer or carer peer worker within a large community mental health service.

Service delivery

- Cadets will grow their understanding, skills, experience and knowledge in relation to working in a large community mental health service.
- Gain an in-depth insight into the workings of how different service programs work together.
- Learn from a wide variety of professionals – both clinical and non-clinical, from other peer workers, consumers, and their families.
- Shadow peer mentors in delivering support to consumers and group co-facilitation.
- Demonstrate a strong commitment to peer support and understanding of the value of peer work in mental health recovery.
- Contribute to a workplace that values lived and living experience and the inclusion of consumers, carers and families.

People and Teams

Working within the context of the team and program placement including:

- Cooperate with all team members to ensure efficient program service delivery.
- Actively participate in team meetings, service planning sessions, and staff development activities.
- Perform other activities and administrative tasks as directed to support program and service delivery.
- Undertake relevant training and professional development.
- Contribute to a workplace that values lived and living experience and the inclusion of consumers, carers and families.
- Promote and maintain a positive, respectful and compassionate work environment.
- Undertake regular supervision and mentoring with line project lead, providing feedback to promote collaborative working relationships.

Personal accountability

- Compliance with Uniting's values, code of conduct, policies and procedures and relevant government legislation and standards where relevant.
- Cooperate with strategies to actively ensure the safety, protection and well-being of children who come into association with us.
- Ensure appropriate use of resources.

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- Work collaboratively with Uniting (Victoria Tasmania) employees and external stakeholders in accordance with Uniting's values and professional standards of behaviour.
- Actively participate in initiatives to maintain, build upon and promote a positive and collaborative workplace.
- Identify opportunities to integrate and work collaboratively across teams.
- Take reasonable care for your own health and safety, and health and safety of others (to the extent required).
- Promote a positive safety culture by contributing to health and safety consultation and communication.
- Promptly respond to and report health and safety hazards, incidents and near misses to line management
- Attend mandatory training sessions (i.e. equal employment opportunity, health, and safety) and mandatory training specific to position.
- Declare anything that you become aware of through the course of your engagement which may impede your suitability to work with children and/or young people.
- Declare any potential or actual conflict of interest that you become aware of through the course of your engagement:
 - Based on a relationship with a current member of Uniting's workforce
 - Based on my ongoing work with another organisation

5. Performance indicators

- Offering respect and dignity when building hope-based peer relationships.
- Ability and willingness to share own experiences of mental illness in the context of supporting someone with mental health challenges.
- Ability to demonstrate functional coping skills and strategies that allow you to effectively maintain good health and wellbeing, and that enable you to engage fully with the responsibilities of the role.
- Ability to take responsibility for own learning, and to use direction and feedback to develop capabilities.
- Active participation in team meetings, mentoring, and supervision as required.
- A commitment to practice self-care and self-reflection.
- Commitment to growing understanding, experience and knowledge.
- Build and grow a professional, social and peer network.
- Learn by experience and demonstrate a number of competencies in a supportive environment.

6. Person specification

Qualifications/ Evidence Required

- Provide evidence of enrolment and undertaking of the Cert IV in Mental Health Peer Work within the cadetship period.
- Commitment to completing the Certificate IV in Mental Health Peer Work including fulfilling attendance and completing coursework requirements.

Experience

- Lived experience of mental health recovery or as a consumer of mental health services or Consumer Carer.

Core selection criteria

- **Values alignment:** ability to demonstrate and authentically promote Uniting's values.
- Demonstrated ability to provide safe environments for children and young people and protect them from abuse and neglect.
- **Interpersonal Skills:** Warm and engaging and applies a compassionate approach to understand a person's underlying concerns or needs.
- **Self-management:** Seeks support, guidance and feedback to inform learning needs and development. Can identify own self-care strategies.

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- **Child Safety:** Demonstrated ability to provide safe environments for children and young people and protect them from abuse and neglect.
- **Empathetic:** Considers diverse views with compassion and understanding.
- **Teamwork:** Ability to work collaboratively showing initiative and flexibility.
- **Computer skills:** Competency in Microsoft Office Suite

7. We are a child safe organisation

Uniting is a child safe organisation and is committed in everyday practice to ensure the safety and wellbeing of all children, at all times. As a child safe organisation, employment with Uniting is subject to a satisfactory national (and international where relevant) police check and relevant Working With Children Check (and NDIS Worker Screening Check where relevant) to your State prior to commencement of any paid or unpaid work and/or participation in any service or undertaking.

This position description is subject to review and may change in accordance with Uniting's operational, service and consumer requirements.

8. Acknowledgement

I have read, understood, and accepted the above Position Description

Employee

Name:

Signature:

Date: