

QTBIPOC Aftercare Peer Practitioner

Our vision: *People and communities have strong mental health and wellbeing.*

Our purpose: *Partnering with clients and carers to deliver mental health and wellbeing services that enhance quality of life.*

Our values: *Hope, Creativity and innovation, Client focus, Making a difference, Integrity.*

Position Information

<p>Purpose</p>	<p>The QTBIPOC (Queer, Trans, Black, Indigenous People of Color) Aftercare Peer Practitioner will utilise their lived experience of mental ill health and recovery to provide services to clients, families and carers in line with Mind’s Model of Recovery Oriented Practice, My Better Life model and organisational values for people experiencing suicidal crises and psychosocial disability.</p> <p>The QTBIPOC Peer Practitioner is expected to be a champion of co-design and co-production in all aspects of the service, working with clients to define their own outcomes and deliver personalised support services and recovery-oriented care to people living with mental ill health in the community.</p> <p>Aftercare Peer Practitioners play an integral role in working collaboratively with clients to achieve their recovery goals following a suicide crisis through one-to-one sessions, group work facilitation, preventative support, community advocacy, support coordination, access to community networks and appropriate referrals to enhance recovery and wellbeing, personal growth and activities of daily living.</p> <p>Peer support is an important part of Mind’s approach to recovery. The Peer Practitioner works as part of a multidisciplinary team with lived experience of mental ill health and recovery being the unique specialist lens that they bring.</p>
<p>Position reports to</p>	<p>LGBTIQA+ Peer Practice Lead</p>
<p>Mind classification level</p>	<p>SCHADS Level 4</p>
<p>Stream</p>	<p>Research, Advocacy & Policy Development – Inclusion & Participation</p>
<p>About the service</p>	<p>The Aftercare service offers a safe place of psychological healing and holistic support for people from the LGBTIQ+ community who are having thoughts or intentions of suicide and experiencing mental health challenges at no cost.</p>

Mind values the experience and contribution of people from all cultures, genders, sexualities, bodies, abilities, ages, spiritualities and backgrounds. We encourage applications from Aboriginal and Torres Strait Islander peoples, people with a lived experience of mental ill-health and recovery, people living with disability, those who identify as LGBTIQ and applicants from culturally and linguistically diverse backgrounds.



	<p>Aftercare delivers short-term (up to 6 months), peer-based recovery-focused outreach, counselling and therapeutic services to support clients, families, carers and loved ones to move forward with a life of meaning and purpose.</p> <p>Requiring a high degree of thoughtfulness, nuance and practical expertise the lived experience Peer Practitioners and multidisciplinary Allied Health team provide warm, affirming care and strategies, tailored supports and a range of clinical interventions delivered in line with Mind’s Model of Recovery Oriented Practice and organisational values for people with a psychosocial disability.</p> <p>The Aftercare service integrates evidence-based practice with community insights to works collaboratively with clients following a suicide crisis providing individualised one-to-one sessions, group work facilitation, workshops and preventative supports. The service also addresses contributing factors to LGBTIQ+ suicide by delivering support coordination, community advocacy, access to service providers, meaningful referrals and ongoing supports to ensure continuity of care.</p>
<p>Position description effective date</p>	<p>September 2023</p>
<p>Responsibilities</p>	
<p>Peer Support</p>	<ul style="list-style-type: none"> • Willingness to utilise your own lived experience of mental ill health and recovery to inform your work and the work of the team. • Draw on the knowledge, skills and expertise as a Black, Indigenous or Person of Colour to inform your practice with members of our community who share similar experiences. • Share your personal lived experiences in an appropriate and meaningful manner to provide support, empowerment, instill hope, and contribute to the client’s recovery process. • Draw on Mind’s Peer Work Framework and Model of Peer Work to guide your work. • Support the team to understand and deliver services that are consistent with recovery-oriented practice from a peer/lived experience perspective. • Undertake lived experience related projects and adopt peer work portfolios as required. • Spearhead co-design and coproduction in all aspects of the service including program evaluation, planning, decision making and service design.
<p>Provide direct support to individual clients</p>	<ul style="list-style-type: none"> • Provide direct support to individual clients to enable them to engage in a meaningful life by supporting them through a strength-focused,



	<p>staged approach to recovery using agreed practice techniques and approaches.</p> <ul style="list-style-type: none"> • Ensure all clients have an active recovery, treatment or case coordination plan consistent with the Operational guidelines. • Support clients with actioning their recovery plan in a range of areas including: <ul style="list-style-type: none"> - Understanding and managing client’s own mental health. - Developing daily living skills and capacity for self-care. - Crisis and incident management. - Addressing stigma and managing issues arising from trauma. - Managing physical health. - Support to maintain or create meaningful activity through participating in community life including education and employment and utilising public transport. - Provide support regarding alcohol and drug use using a harm minimisation approach. - Provide support in response to trauma using a trauma informed care approach. • Purposefully engage with clients using techniques including: <ul style="list-style-type: none"> - Brief intervention. - Person centered active support. - Motivational interviewing and coaching. - Family inclusive practice. - Trauma informed practice. - Conflict resolution. - Behaviour support for dual disability.
<p>Undertake group work</p>	<ul style="list-style-type: none"> • Plan, deliver and develop group work programs that assist clients to build their skills, focus on their recovery and work on their connection to community. • Curate groups focusing on peer connection amongst QTIPOC community members. • Deliver group work programs as the lead/co-facilitator based on peer values and principles. • Utilise the principles of co-production and co-facilitation. • Engage and support clients to co-produce and co-facilitate groups/events. • Assist in the evaluation and review group work programs.
<p>Work with local service providers</p>	<ul style="list-style-type: none"> • Create linkages and build relationships and referral pathways with services that support refugee, asylum seeker, First Nations and People of Colour community members. • Engage with Aftercare’s BIPOC community members to fully understand their need for assistance from local service providers with



	<p>clinical mental health, physical health, education and employment, LGBTIQ+ community connectedness, eligible entitlements and benefits, housing, transport, recreation and social connections.</p> <ul style="list-style-type: none"> • Contribute to LGBTIQ+ lived-experience specific suicide prevention guidelines and strategy. • Liaison and coordination with LGBTIQ+ community groups and lived experience advisory groups as necessary.
Work with clinical partners	<ul style="list-style-type: none"> • Work within a multidisciplinary team: <ul style="list-style-type: none"> - Supporting recovery-oriented practice. - Supporting clinical interventions. - Enhancing collaboration between team members. - Support confidence in LGBTIQ+ friendly and mainstream support services.
Provide support to families and carers	<ul style="list-style-type: none"> • Support family and carers including family of origin or chosen family, through understanding their concerns and the provision of information, education and referrals. • Facilitate, as appropriate, the re-engagement and maintenance of chosen family and carer relationships.
Other duties	<ul style="list-style-type: none"> • Contribute to data collection, cleaning and analysis. • Support and complete comprehensive risk management to support the safe running of the service. • Provide specialist LGBTIQ+ suicide prevention clinical advice to the team and broader organisation. • Oversee work activities of a complex nature. • Document all activities using Mind's ICT system and processes. • Actively participate, contributing to the team and wider organisational initiatives. • Take personal responsibility for the quality and safety of work undertaken. • Contribute to service delivery improvements. • Other duties as directed.
Professional development	<ul style="list-style-type: none"> • Participate in performance appraisals, and feedback. • Undertake relevant training and professional development, including regular supervision, appropriate to the primary work of the service. • Partake in regular team supervision. • Actively participate in reflective practice. • Completion of Mind's Peer Work Program training is mandatory. • Participate in Peer Practitioner Community of Practice on a regular basis.



	<ul style="list-style-type: none"> • Continue to reflect on your personal lived experience and the broader lived experience knowledgebase and how you use this in your practice.
Accountability	<ul style="list-style-type: none"> • Conduct yourself in accordance with the Mind Code of Conduct and Mind policies and procedures. • Integrate feedback from community members, peer practitioners, allied health practitioners, peer practice lead and service manager. • Proactively support Mind's vision of supporting people facing mental health challenges to live well and be socially included, in accordance with the Mind values.
Workplace health, safety and wellbeing	<ul style="list-style-type: none"> • Contribute actively to the maintenance of a safe workplace. • Ensure all safety issues are reported and addressed as they arise.
Lived experience	<ul style="list-style-type: none"> • Contribute to a workplace that values lived experience and the inclusion of consumers, carers and families in the work we do.
Cultural safety	<ul style="list-style-type: none"> • Contribute to a culturally safe workforce and service environment for staff, consumers, carers and volunteers from all cultures, genders, sexualities, bodies, abilities, spiritualities, ages and backgrounds.



Position Requirements	
Qualifications required	<ul style="list-style-type: none"> • Tertiary qualifications (minimum Certificate IV) in Mental Health, Peer Work, Psychology, Social Work, Occupational Therapy or other health related field as designated by Mind.
Knowledge, skills and experience required	<ul style="list-style-type: none"> • Proven experience in Community Services, Mental Health, Disability, Social Welfare, Housing, Healthcare or Government sectors is required. • Experience and expertise in working directly with LGBTIQ+ people with mental health issues, suicidal ideations and crisis, complex needs and with their families and carers. • Awareness and understanding of the NDIS is desirable. • Demonstrated understanding of available community services, networks and supports. • The ability to exercise self-care and self-regulation within a collaborative peer-based work setting. • Experience providing person-centred active supports. • Experience in assessing need and working collaboratively to plan goal focused recovery using evidence informed approaches and tools. • Demonstrated knowledge and experience in the application of theoretical approaches, practices and appropriate service responses including family inclusive practice, trauma informed theory, cognitive behavioural therapy, motivational interviewing, and harm reduction therapy. • Lived experience of mental ill health and recovery or other form of relevant lived experience, e.g. caring for someone with a lived experience of mental ill health. Along with the ability and willingness to contribute this in working towards organisational strategies on lived/living experience workforces. • Demonstrated understanding of lived experience approaches including peer work, co-design and workforce development. • Ability to disclose your lived experience in an appropriate and purposeful manner to support, empower, bring hope and support the recovery of clients. • Ability to draw on Mind’s Peer Work Framework and Model of Peer Work to guide your work. • Ability to draw on the broader lived experience knowledgebase to inform your practice. • Support the team to understand and deliver services that are consistent with recovery-oriented practice from a peer/lived experience perspective. • Passion to drive and champion change, initiatives and progress the lived experience agenda throughout the organisation.

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You can also watch our Great Minds series of videos by visiting www.youtube.com/mindaustralia

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Other

- Right to work in Australia.
- Current valid Australian driver's licence.
- Current NDIS Worker Screening Check Clearance.
- Working with Children Check or equivalent (Blue Card - QLD).
- Able to obtain and provide evidence of vaccinations against COVID-19.

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