

## Aboriginal Recovery Worker

**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><b>Purpose</b></p>	<p>The Aboriginal Recovery Worker provides 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 with a psychosocial disability. The Aboriginal Recovery Worker delivers personalised support services and recovery-oriented care to Aboriginal &amp; Torres Strait Islander peoples living with mental ill health in the community. This role provides supports people who identify as Aboriginal and/or Torres Strait Islander and will work closely with local Aboriginal health services and kinship groups to ensure there is the opportunity for their clients to engage with community and build or rebuild connection to culture, community and/or kinship groups in a place of their choosing. Aboriginal Recovery Workers play an integral role in working collaboratively with clients to achieve their recovery goals through one-to-one support, shared supports, workshops and group work facilitation to enhance recovery, personal growth and activities of daily living.</p> <p>The Aboriginal Recovery Worker support the implementation of the Reconciliation Action Plan (RAP) to enhance outcomes for Aboriginal and Torres Strait Islander people, promote Mind services and build strong partnerships with the local Aboriginal Health Service, elders, facilitate cultural events and work collaboratively in a multi-disciplinary team environment. This role will also monitor the effectiveness of current cultural safe practice within the service and/or interventions and to engage in high level advocacy and systems change where required.</p>
<p><b>Position reports to</b></p>	<p>Service Manager</p>
<p><b>Mind classification level</b></p>	<p>SCHADS Level 3</p>
<p><b>Stream</b></p>	<p>Sub-Acute Residential SA &amp; WA</p>
<p><b>About the service</b></p>	<p>The Rockingham Sub-Acute short stay residential service or Kwelena Step Up Step Down service (KSUSD), delivered in partnership with Southern</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>Metropolitan Health Service and Housing Choices, supports clients with psychosocial disability to transition from an acute hospital setting or prevents hospital admissions by providing extra support to those entering directly from the community. Located in the community of Shoalwater, the 10 bed KSUSD service offers a short term stay of up to 30 days that is recovery focused and enables an earlier discharge from hospital by offering psychosocial support and clinical care that might be required before returning home.</p> <p>KSUSD clients can access staff 24 hours a day whilst being supported to achieve their recovery goals, build daily living skills, strengthen relationships with families and carers, develop social connections and community networks, and increase confidence and capacity to live safely in the community. The service provides personalised one-to-one support, shared supports, workshops and group activities based on client's strengths and goals as identified in their individual recovery plan in line with Mind's Model of Recovery Oriented Practice, My Better Life model and organisational values for people with a psychosocial disability.</p>
<p><b>Position description effective date</b></p>	<p>September 2024</p>
<p><b>Responsibilities</b></p>	
<p><b>Provide direct support to individual clients</b></p>	<ul style="list-style-type: none"> <li>• Work with clients to return to a place of residence and a meaningful life supporting them through a staged approach to recovery: <ul style="list-style-type: none"> <li>- Welcoming and engagement.</li> <li>- Strengths identification and individual recovery plan development.</li> <li>- Skill and capacity development.</li> <li>- Engagement and maintenance of natural supports.</li> <li>- Service exit and on-going self-management support.</li> </ul> </li> <li>• Support clients with actioning their recovery plan in a range of areas including: <ul style="list-style-type: none"> <li>- Understanding and managing client's own mental health.</li> <li>- Developing daily living skills and capacity for self-care.</li> <li>- Personal care tasks where required.</li> <li>- Crisis and incident management.</li> <li>- Addressing stigma and managing issues arising from trauma.</li> <li>- Managing physical health.</li> <li>- Support the management of drug and alcohol issues.</li> <li>- Support to maintain or create meaningful activity through participating in community life including education and employment and utilising public transport.</li> </ul> </li> <li>• Purposefully engage with clients using techniques including:</li> </ul>



	<ul style="list-style-type: none"> <li>- Brief intervention.</li> <li>- Motivational interviewing and coaching.</li> <li>- Family inclusive practice.</li> <li>- Trauma informed practice.</li> <li>- Conflict resolution.</li> <li>- Behaviour support for dual diagnosis.</li> <li>- Complete Cultural Gathering Tool.</li> </ul>
<b>Undertake group work</b>	<ul style="list-style-type: none"> <li>• Plan and develop group work programs that will assist clients to build their skills, focus on their recovery and work towards transitioning back to their natural community.</li> <li>• Deliver group work programs as the lead/co-facilitator based on peer values and principles.</li> <li>• Engage and support clients to co-produce and co-facilitate groups/events.</li> <li>• Evaluate and review group work programs.</li> <li>• Work collaboratively with team members to share insights and knowledge regarding effective ways to assist Aboriginal and Torres Strait Islander clients requiring intensive support.</li> </ul>
<b>Provide support to families and carers</b>	<ul style="list-style-type: none"> <li>• Assist clients to reconnect or connect with local Aboriginal and Torres Strait Islander communities and services recognising the health benefits of connection with country and community.</li> <li>• Facilitate, as appropriate, the re-engagement and maintenance of family and carer relationships.</li> <li>• Support family and carer roles through understanding their concerns and the provision of information, education and referrals.</li> <li>• Work with families and carers at the time of transition back to community.</li> <li>• Build trust through strengths focused engagement including building relationships with local Aboriginal and Torres Strait Islander communities, kinship groups and elders.</li> </ul>
<b>Work with local service providers</b>	<ul style="list-style-type: none"> <li>• Engage with clients to fully understand their need for assistance from local service providers with clinical mental health, physical health, education and employment, eligible entitlements and benefits, housing, transport, recreation and social connections.</li> <li>• Make linkages and build relationships and referral pathways to maintain or create a range of local supports for clients that facilitate them living the life of their choosing in their own community.</li> <li>• Collaborate with others in the client's life including family, carers, mainstream support and other service providers chosen by the client to deliver elements of their plans.</li> </ul>



<p><b>Work with clinical partners</b></p>	<ul style="list-style-type: none"> <li>• Work within a multidisciplinary team:             <ul style="list-style-type: none"> <li>- Supporting recovery oriented practice.</li> <li>- Supporting clinical interventions.</li> <li>- Actively participating in team, case and handover meetings.</li> <li>- Enhancing collaboration between team members.</li> </ul> </li> </ul>
<p><b>Team work</b></p>	<ul style="list-style-type: none"> <li>• Work collaboratively with team members to share insights and knowledge regarding effective ways to assist Aboriginal and Torres Strait Islander clients requiring intensive support.</li> <li>• Maintain a flexible approach to work to ensure service targets are met and high-quality services delivered to all clients regardless of background.</li> <li>• Provide the Service Manager with leadership and direction implementing the Reconciliation Action Plan (RAP) to support outcomes for Aboriginal and Torres Strait Islander clients.</li> </ul>
<p><b>Stakeholder management</b></p>	<ul style="list-style-type: none"> <li>• Work collaboratively with internal stakeholders including the Executive Director, General Managers, Service Managers, Team Leaders and Practice Leads.</li> <li>• Build and maintain relationships with external stakeholders including partners, service providers, referral sources, government agencies, opinion leaders, community groups and leaders, and other organisations to promote the service, support opportunities for collaboration and improve service system responses to meeting the needs of clients.</li> <li>• Engage and build relationships with local Aboriginal &amp; Torres Strait Islanders elders, kinship groups, communities, community groups and organisations to ensure they are aware of the establishment of the service on their land.</li> <li>• Engage in productive working relationships that add value to service delivery.</li> <li>• Foster positive relationships and proactively work with all stakeholders to ensure advice is consistent and contemporary.</li> <li>• Attend internal and external meetings, networks, case conferences, reviews and working groups as appropriate in line with Mind's Delegation Schedule and with the support of management.</li> <li>• Understand the impact of external influences for the service, team and Mind.</li> <li>• Be a customer advocate, championing client needs and insights throughout the business.</li> </ul>
<p><b>Other duties</b></p>	<ul style="list-style-type: none"> <li>• Document all activities using Mind's ICT system and processes.</li> <li>• Actively participate, contributing to the team and wider organisational initiatives.</li> </ul>



	<ul style="list-style-type: none"> <li>• Take personal responsibility for the quality and safety of work undertaken.</li> <li>• Contribute to service delivery improvements.</li> <li>• Other duties as directed.</li> </ul>
<b>Professional development</b>	<ul style="list-style-type: none"> <li>• Undertake relevant training and professional development, including regular supervision, appropriate to the primary work of the service and Mind.</li> <li>• Participate in reflective practice.</li> </ul>
<b>Accountability</b>	<ul style="list-style-type: none"> <li>• Conduct yourself in accordance with the Mind Code of Conduct and Mind policies and procedures which may change from time to time.</li> <li>• 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.</li> </ul>
<b>Workplace health, safety and wellbeing</b>	<ul style="list-style-type: none"> <li>• Contribute actively to the maintenance of a safe workplace.</li> <li>• Ensure all safety issues are reported and addressed as they arise.</li> </ul>
<b>Lived experience</b>	<ul style="list-style-type: none"> <li>• Contribute to a workplace that values lived experience and the inclusion of consumers, carers and families in the work we do.</li> </ul>
<b>Cultural safety</b>	<ul style="list-style-type: none"> <li>• 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.</li> </ul>



Position Requirements	
Qualifications required	<ul style="list-style-type: none"> <li>No minimum qualification required.</li> <li>Tertiary qualification (minimum Certificate IV) in Mental Health, Peer Work, Psychology, Social Work, Occupational Therapy or other health related field as designated by Mind is highly desirable.</li> </ul>
Knowledge, skills and experience required	<ul style="list-style-type: none"> <li>Proven experience in Community Services, Mental Health, Social Welfare, Housing, Healthcare or Government sectors is required.</li> <li>Demonstrated experience and expertise in working directly with Aboriginal and Torres Strait Islander people with mental health issues, homelessness, complex needs and with their families and carers.</li> <li>Demonstrated understanding of available community services, networks and supports.</li> <li>Experience providing person-centred active supports.</li> <li>Experience in assessing need and working collaboratively to plan goal focused recovery using evidence informed approaches and tools.</li> <li>Demonstrated knowledge and experience in the application of theoretical approaches, practices and appropriate service responses including family inclusive practice, trauma informed theory, cognitive behavioral therapy, motivational interviewing and harm reduction therapy.</li> <li>Understanding of the link between Aboriginal and Torres Strait Islander people's health outcomes, homelessness and mental health challenges.</li> <li>Demonstrated understanding of the effects of colonisation, dispossession, racism, systemic disadvantage and forced removal from family and community.</li> <li>Knowledge of intergenerational Trauma that is still affecting Aboriginal people today.</li> <li>Experience working with Aboriginal and/or Torres Strait Islander peoples in connecting and reconnecting with country, communities, elders and kinship groups.</li> <li>Demonstrated capacity to effectively engage with Aboriginal and Torres Strait Islander communities, kinship groups and elders.</li> <li>Ability to co-design, co-produce and co-facilitate groups and education support.</li> <li>Demonstrated ability to plan and prioritise to meet customer service delivery requirements.</li> <li>Excellent customer service skills.</li> <li>Excellent interpersonal and communication skills with the ability to consult, negotiate and influence peers, stakeholders and government agencies with diplomacy to achieve effective outcomes.</li> </ul>

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	<ul style="list-style-type: none"> <li>• Skills and experience in advocacy, collaboration, facilitation, evaluation and problem solving.</li> <li>• High level organisational skills with demonstrated ability to prioritise, manage multiple complex tasks concurrently, work under pressure and meet deadlines.</li> <li>• Ability to work both autonomously and collaboratively showing initiative and flexibility.</li> <li>• Demonstrated experience in client notes, reporting and working with a variety of electronic systems.</li> <li>• Awareness and understanding of the NDIS is desirable.</li> <li>• A lived experience of mental ill health and recovery or experience caring for a person with mental ill health is desirable.</li> </ul>
<p><b>Other</b></p>	<ul style="list-style-type: none"> <li>• Right to work in Australia.</li> <li>• Current valid Australian driver’s licence.</li> <li>• Current NDIS Worker Screening Check Clearance.</li> <li>• Working with Children Check or equivalent (Blue Card - QLD).</li> <li>• Able to obtain CPR and First Aid certifications.</li> <li>• Able and willing to work a 24/7 rotating roster including sleepovers and weekends.</li> <li>• Preparedness to work across different services and/or locations as required and directed.</li> <li>• This position is open to Aboriginal and Torres Strait Islander applicants only, as being Aboriginal or a Torres Strait Islander is a genuine occupational requirement for the position under Section 50(d) of the Equal Employment Opportunity Act of 1984 (WA).</li> </ul>

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