

Peer Cadet

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

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

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

Position Information

<p>Purpose</p>	<p>The Peer Cadet will utilise their lived experience of mental ill health and recovery to provide support to consumers, 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 Peer Cadet will participate in a cadetship within the Lived Experience Peer Cadet Program whilst undertaking the Certificate IV in Mental Health - Peer Work. Cadets will have the opportunity to work across different services and develop knowledge, skills and confidence in a structured, supportive environment.</p> <p>Peer Cadets will be supported to deliver personalised support services and works collaboratively with consumers 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>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>Lived Experience Project Lead</p>
<p>Mind classification level</p>	<p>SCHADS Level 2</p>
<p>Stream</p>	<p>Lived Experience</p>
<p>About the service</p>	<p>The Lived Experience Peer Cadet Program is an initiative informed by the findings of the Royal Commission into Victoria’s Mental Health system. The recommendations included improving pathways into the lived experience workforce, offering employment opportunities and providing supportive, structured learning environments. In partnership Mental Health Victoria, participating non-government community mental health service</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>organisations will provide opportunities for people with lived or living experience of mental ill health to gain paid employment whilst undertaking the Certificate IV in Mental Health - Peer Work.</p> <p>The Lived Experience Peer Cadet Program offers Peer Cadets a paid cadetship over a fixed period of time. Peer Cadets will be encouraged to use their personal insights to help consumers and supported to develop their knowledge, skills and confidence in a structured and supported environment. Throughout their cadetship employees will receive supervision, training and reflective practice opportunities that are discipline specific.</p>
<p>Position description effective date</p>	<p>June 2024</p>
<p>Responsibilities</p>	
<p>Peer work</p>	<ul style="list-style-type: none"> • Willingness to utilise your own lived experience of mental ill health and recovery and/or caring to inform your work and the work of the team. • Disclose your lived experience in an appropriate and purposeful manner to support, empower, bring hope and support the recovery of consumers. • Draw on Mind’s Peer Work Framework and Model of Peer Work to guide your work. • 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. • Undertake lived experience related projects and adopt peer work portfolios as required. • Contribute to co-design and coproduction in all aspects of the service including program evaluation, planning, decision making and service design.
<p>Provide support to consumers</p>	<ul style="list-style-type: none"> • Support staff to work with consumers to achieve their goals, return to a place of residence and a meaningful life supporting them through a staged approach to recovery: <ul style="list-style-type: none"> - Welcoming and engagement. - Strengths identification and individual recovery plan development. - Skills and capacity development. - Engagement and maintenance of natural supports. - Service exit and on-going self-management support.



	<ul style="list-style-type: none"> • Assist consumers with their individual recovery plan in a range of areas including: <ul style="list-style-type: none"> - Understanding and managing consumer’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 the management of drug and alcohol issues. • Support to maintain or create meaningful activity through participating in community life including education and employment and utilising public transport. • Capacity building tasks which may include including housekeeping, shopping, meal preparation and cooking, routine development, social skills development and support for medical appointments. • Work with consumers to enable participation in the service delivery and design through co-design, co-production, feedback and consultation opportunities.
<p>Undertake group work</p>	<ul style="list-style-type: none"> • Support delivery of group work programs that will assist consumers to build their skills, focus on their recovery and work towards transitioning back to their natural community. • Assist in the development or implementation of groups and events. • Assist in the evaluation and review of group work programs.
<p>Provide support to families and carers</p>	<ul style="list-style-type: none"> • Learn to support family and carer roles through understanding their concerns and the provision of information, education and referrals. • Support the facilitation of the re-engagement and maintenance of family and carer relationships. • Work with families and carers at the time of transition back to community.
<p>Work with local service providers</p>	<ul style="list-style-type: none"> • Learn to engage with consumers 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. • Make linkages and build relationships and referral pathways to maintain or create a range of local supports for consumers that facilitate them living the life of their choosing in their own community. • Collaborate with others in the consumer’s life including family, carers, mainstream support and other service providers chosen by the consumer to deliver elements of their plans.



Work with clinical and/or community 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. - Contributing in team, case and handover meetings. - Enhancing collaboration between team members.
Other duties	<ul style="list-style-type: none"> • 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"> • Undertake relevant training and professional development, including regular supervision, appropriate to the primary work of the service and Mind. • Participate in reflective practice and relevant Community of Practice sessions on a regular basis. • 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 which may change from time to time. • 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"> • Currently undertaking Cert IV in Mental Health Peer Work. • Intentional Peer Support (IPS) and/or Alt2Su training desirable.
Knowledge, skills and experience required	<ul style="list-style-type: none"> • Peer cadets may require designated lived experience relevant to the service type that they work within, including but not limited to: LGBTQIA+, Youth Residential, suicidality, or caring for someone with mental health challenges. • Awareness and understanding of issues faced by vulnerable people with mental health challenges, suicidal ideations and crisis, complex needs and with their families and carers. • Experience in Community Services, Mental Health, Disability, Social Welfare, Housing, Healthcare or Government sectors is desirable. • Experience and expertise in working directly with people with mental health issues, complex needs and with their families and carers is desirable. • Awareness and understanding of the NDIS is desirable. • Demonstrated understanding of available community services, networks and supports is desirable. • 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 relating to peer work and co design. • Ability to disclose your lived experience in an appropriate and purposeful manner to support, empower, bring hope and support the recovery of consumers. • 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. • Ability to plan and prioritise to meet customer service delivery requirements. • Excellent customer service skills.

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	<ul style="list-style-type: none"> • High level organisational skills with demonstrated ability to prioritise, manage multiple tasks concurrently, work under pressure and meet deadlines. • Ability to work both autonomously and collaboratively showing initiative and flexibility.
Other	<ul style="list-style-type: none"> • Right to work in Australia. • Current valid Australian driver's licence is desirable. • Current NDIS Worker Screening Check Clearance (or willingness to obtain prior to commencement). • Working with Children Check or equivalent (Blue Card - QLD). • Able to obtain and provide evidence of vaccinations against COVID-19.

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