

Position Description

Position Title: Rainbow Health Australia Trainer

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| Position No: | New |
| Business Unit: | Provost |
| Division: | School of Psychology and Public Health |
| Department: | ARCSHS |
| Classification Level: | HE06 |
| Employment Type: | Casual - Part-Time |
| Campus Location: | Melbourne (Bundoora) |
| Other Benefits: | http://www.latrobe.edu.au/jobs/working/benefits |

Further information about:

La Trobe University - <http://www.latrobe.edu.au/about>

Position Context/Purpose

Rainbow Health Australia are seeking dynamic and experienced trainers to join our growing capacity building team.

Rainbow Health Australia is a program that supports lesbian, gay, bisexual, transgender, intersex and queer (LGBTIQ+) health and wellbeing through research and knowledge translation, training, resources, policy advice and service accreditation through the Rainbow Tick. We provide evidence-based and engaging learning experiences, drawing on research, lived experiences of LGBTIQ+ people and inclusive practice principles to support individuals and organisations to be more LGBTIQ+ inclusive.

The focus of the role will be the development and delivery of training for health and human services to support their capability to meet the needs of LGBTIQ+ service users, volunteers and staff, including the HOW2 training that supports organisations in achieving Rainbow Tick accreditation. Duties will also include representing RHA at key events, resource development, and general administration such as emails, newsletters, and website.

Duties at this level will include:

- Develop and deliver training packages, resources, communities of practice and other capacity building activities as part of Rainbow Health Australia's capacity building programs
- Provide specialist advice on content and strategy relating to program priorities
- Maintain a detailed working knowledge of research relating to LGBTIQ+ health and wellbeing and inclusive practice
- Use specialised knowledge and expertise to provide advice and mentoring to support building the capacity of partner organisations
- Provide coordination and secretariat support to relevant communities of practice and sector networks
- Create project communications such as newsletters, project updates and annual report

Essential Criteria

Skills and knowledge required for the position

- A relevant degree with two years of post-qualification experience with demonstrated extension of theories and principles; or four years of relevant industry experience; or an equivalent alternate combination of relevant knowledge, training and/or experience
- Experience in the development and delivery of training
- Experience in group facilitation
- Experience in the development and/or delivery of programs that support minoritised communities
- Knowledge of research relating to LGBTIQ+ health and wellbeing and inclusive practice, experience with Rainbow Tick is desirable.
- Project administration and communications experience including coordination and secretariat support, newsletters, social media, project updates and reporting
- Demonstrated capacity to organise work effectively and efficiently and deliver outputs in a timely manner.
- Demonstrated ability to work independently, follow established procedures with limited supervision and contribute positively to an effective team.
- Excellent communication and interpersonal skills, with a demonstrated customer service focus and solution orientated approach.

Specific skills and knowledge or defined tasks required for this position

- Experience in the design and delivery of training programs, including formal qualifications or experience in curriculum development and delivery.
- The ability to work effectively under limited supervision or independently.
- Demonstrated understanding of key issues in LGBTIQ+ health and wellbeing, and preferably experience working in projects aimed at advancing LGBTIQ+ inclusion.
- Advanced organisational and problem-solving skills, with an ability to manage several different projects concurrently.
- Ability to apply theoretical knowledge and practical expertise to propose strategic actions and solve problems.

Capabilities required to be successful in the position

- Ability to demonstrate self-awareness, see things from another person's perspective and actively seek out and act on feedback to improve knowledge, skills and behaviour.
- Ability to work collaboratively, recognise the value of diversity and model accountability, connectedness, innovation and care.
- Ability to cultivate and create space for creativity, continuously reviewing and identifying improvements to work practices.
- Ability to build a culture of continuous improvement, implementing ideas generated by team members.

Essential Compliance Requirements

To hold this La Trobe University position the applicant must:

- hold, or be willing to undertake and pass, a Victorian Working with Children Check; AND
- take personal accountability to comply with all University policies, procedures and legislative or regulatory obligations; including but not limited to TEQSA and the Higher Education Threshold Standards.

Other Information

The position description is indicative of the initial expectation of the role and subject to changes to University goals and priorities, activities or focus of the job.

Position Flexibility

La Trobe University is committed to providing a diverse, inclusive and respectful working environment for all staff. We offer flexible work arrangements that can assist you in balancing your work and other responsibilities.

Why La Trobe:

- Develop your career at an innovative, global university where you'll collaborate with community and industry to create impact.
- Enjoy working on our inspiring and stunning campuses – the perfect hub for industry, students and academics
- Help transform the lives of students, partners and communities now and in the future

This is more than just a job. Working at La Trobe offers opportunities to demonstrate excellence and transform lives.

Here, you'll join exceptional people, partners and communities, who power our operations with ambition and purpose.

We are forward-looking and culturally inclusive. We continuously review, improve and transform our processes to embrace new, flexible approaches. That means you'll always have the opportunity to succeed and make a difference.

La Trobe's Cultural Qualities:



We are accountable

We strive for excellence in everything we do. We hold each other and ourselves to account, and work to the highest standard.



We are connected

We connect to the world outside – the students and communities we serve, both locally and globally



We are innovative

We tackle the big issues of our time to transform the lives of our students and society.



We care

We care about what we do and why we do it. We believe in the power of education and research to transform lives and global society. We care about being the difference in the lives of our students and communities

For Human Resource Use Only

Initials:

Date: