

POSITION DESCRIPTION

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| Position Title | RhEDPeer Community Educator | | |
| Program Division | Strengthening Communities | | |
| Team Area | RhED Pathways | | |
| Position number | VAC0609 | | |
| Classification Grade & Level | Social Worker Class 2 – Level depending upon experience  or Community Development Worker Class 2B – Level depending upon experience | | |
| Enterprise Agreement or Award applicable | [COMMUNITY HEALTH CENTRE (STAND ALONE SERVICES) SOCIAL AND COMMUNITY SERVICE EMPLOYEES MULTI ENTERPRISE AGREEMENT 2017](https://www.fwc.gov.au/documents/documents/agreements/fwa/ae500447.pdf) | | |
| Employment details | **Full-time**  **1.0 FTE** | **Part-time**  **0.7 EFT** | Casual |
| AND | | |
| Permanent  on-going | **Fixed Term – 12 months**  **From: 24/06/2019 To: 24/06/2020** | |
|  | Fixed term reason:  Parental Leave Replacement  **Specific Project or Purpose** | |
| Position reports to | Pathways Coordinator | | |
| Ordinary location(s) | The position will be based in St Kilda, with the potential for client facing interaction in other areas dependant on need. The incumbent may be requested to work from or be based at other Star Health locations. | | |
| Closing Date | Sunday 9th June, 2019 @ 5pm | | |
| Recruitment contact | Keeley Goldrick – 0427 563 700  Email: kgoldrick@starhealth.org.au | | |

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| **Star Health**  Star Health is a provider of health and support services in Victoria. Encompassing six main and five satellite locations, over 300 staff work in multi-disciplinary teams to deliver health outcomes. It is a responsive and agile community health service, providing a wide range of healthcare and welfare services for all members of the community.  Star Health provides services spaning all periods of life including specialist childhood, youth and aged care services. In achieving its vision of ***health and wellbeing for all***, Star Health is guided by our distinct service principles which include working with people and communities to achieve their health goals, understanding the context in which people live their lives, providing friendly, affordable, joined up services with a no wrong door approach. |
| **Website Information:** [**http://www.starhealth.org.au/**](http://www.starhealth.org.au/) |
| Star Health offers a comprehensive and industry leading suite of [Employee Benefits](https://starhealthau.sharepoint.com/Shared%20Documents/HR/Recruitment/Templates/Employee%20Benefits)  See <https://www.starhealth.org.au/careers/employee-benefits/> for information. |

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| Purpose of Position |
| The Peer Community Educator position sits within the pathways stream of the RhED (Resourcing Health and Education in the Sex Industry) program, which is part of the Strengthening Communities portfolio at Star Health.  The RhED program is comprised of a number of programs with diverse support services. The program provides the following key outreach, settings and centre-based services:   * Hustling to Health (H2H) * Arrest Referral Program * Health education and support * Pathways Program * Young Women’s Support Program * RED Magazine   The RhED program can be accessed by current and previous sex industry workers (male, female, and trans and gender diverse). RhED also provides support and information services to licensed operators (brothel and escort), approved managers, clients of sex workers, extended families of sex workers, and the broader community. Working within the social model of health, this service provides responsive and comprehensive voluntary Case Management services to people who often face barriers to equal participation in the community and may be unable to negotiate the complex pathways to health, vocational and welfare services.  The role of the Peer Community Educator is to combat stigma regarding the sex-industry through a process of education and advocacy to non-industry services. The Peer Community Educator will develop tailored education programs that acknowledge and call-out systems that oppress sex and adult service workers. By connecting with non-industry service providers, RhED aims to indirectly support non-identifying industry workers, who do not feel safe to disclose their sex-worker status for fear of discrimination. By normalising and promoting the value of individuals working within the sex industry, RhED hopes to provide affirmation and legitimacy to the experience of sex workers universally.  The Peer Community Educator will play a key role in enhancing workers' empowerment, by increasing community knowledge about employment standards, legislative and regulatory issues, and challenging embedded biases about the sex worker community. By sharing information about sex work, and by challenging stereotypes about sex-industry, RhED hopes to build confidence in the sex-work community to access services, promote inclusion and reduce barriers to equity.  Star Health is client focused and demonstrates an enduring commitment to consumer participation in both program planning and service delivery. Star Health promotes direct service provision and partnerships with other agencies to provide services that address a wide range of client needs. Consumer focus groups and consumer consultants are regularly employed to provide input into the development of services, ensuring they are relevant and user friendly. |

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| Key Responsibilities |
| * Identify, establish and maintain partnerships with private and public service organisations to reduce stigma and discrimination of adult and sex industry workers, through a process of advocacy and education. * Work collaboratively with service providers and networks to ensure Clients of the RhED program have access to services as required. * Actively maintain a diary of community engagement meetings, networking events, discussion forums and trainings to support the key goals of the Peer Community Educator position. * Disseminate information about the RhED service through the provision of tailored marketing materials, to increase community awareness and facilitate referrals to the program. * Develop and maintain networks and promote the service to the general community. * Maintain and record data as required by the Funding body. |

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| Qualifications [Post-Secondary/Vocational; Undergraduate or Postgraduate degree(s)] | |
| Essential | Individuals with a demonstrated work history in a similar role without qualification will be considered and are encouraged to apply. |
| Preferred | Certificate in Community Services, L&D, Training and Assessment, Health Promotion (or equivalent type of qualification). |
| **Experience** [Industry sector, field of practice] | |
| Essential | **Victorian Drivers Licence** |
|  | **Experience in the Adult Services or Sex Industry** |
| Preferred | **Experience delivering group training or Education programs.** |

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| Key selection criteria | |
| Knowledge and skills | ***Essential***   * Lived experience of working within the adult services or sex industry, either current or historical. * Demonstrated ability to develop resources, information, education and awareness   programs.   * A commitment to the elimination of discrimination against sex workers through advocacy and education. * Demonstrated competency in computer use, and specifically the design of engaging presentation resources. * Highly developed interpersonal and communication skills, both written and verbal. * Sound understanding of and commitment to the Social Model of Health, and social justice principals.  Desirable  * Understanding of adult learning principles and experience in delivering community   education, information and awareness programs.   * Strong advocacy skills, and ability to conduct challenging conversations to ensure service accountability. * Ability to work effectively under limited supervision and as part of an outreach team. |
| **Protecting babies, children and young people from child abuse and neglect is integral to the work at Star Health** | |
| Protecting Children Policy Information | * Star Health has zero tolerance of child abuse. Protecting babies, children and young people from child abuse and neglect is integral to the provision of health services to this group and their families and is a core responsibility for all Star Health staff. |
| **Organisational Responsibilities** | |
| Personal qualities | * **Resilience** - Demonstrates perseverance in achieving objectives and copes effectively with setbacks and problems. * **Initiative & Accountability** - Takes responsibility for actions and proactively implements work plan and addresses issues. * **Empathy and Cultural Awareness** - Demonstrates an interest in and an appreciation of a range of different cultures and actively seeks to understand and effectively address the issues and views of others. |
| Other Licence(s) | * Unrestricted Victorian Driver Licence (or equivalent) |

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| Important information |
| * Star Health is committed to providing and maintaining a working environment which is safe and without risk to the health of its employees. The organisation is a smoke-free workplace. * Star Health’s usual hours of operation are from 8:00am to 8:00pm Monday to Friday, specific hours of work will be determined in accordance with operational requirements and contained in the Contract of Employment. * You will be required to participate in occasional after hours as part of a monthly after-hours outreach program, commensurate penalties and adjustment of working hours apply. * Your Letter of Offer may state you will be based at a particular Star Health site, however it is expected that you will be required to work at different locations in the greater metropolitan area of Melbourne * Offers of employment are contingent upon:   + A successful reference check (all positions);   + Non-adverse Criminal Record check (all positions);   + Holding and maintaining a valid ‘Working with Children Check’ (all positions)   + Undertake a DHHS Disability Exclusion Worker Check (specific positions)   ***Star Health is an equal opportunity employer and encourages people with disabilities and individuals of diverse backgrounds including those from the Aboriginal and Torres Strait Islander, Culturally and Linguistically Diverse and LGBTI+ community to apply.***  *Some roles may require candidates to undertake psychometric testing prior to appointment.* |
| **Salary Packaging Information** |
| * Star Health currently has two types of Salary Packaging:   + General salary packaging of $15,900 per FBT year   + Meal Entertainment/Facility leasing of $2,550 per FBT year   *Salary Packaging is optional and may have considerable tax benefits depending upon personal circumstances.* |

**AUTHORISATION**

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| **Person who completed and authorises this Position Description** | **Position Title:** | **Pathways Coordinator**  **Keeley Goldrick** |
| **Program / Division:** | **Strengthening Communities** |