



POSITION DESCRIPTION

FAMILY PEER WORK DEVELOPMENT LEAD – PRIMARY CARE SERVICES

Location:	headspace Craigieburn/ Glenroy/ Melton/ Sunshine/ Werribee/ Parkville Hub
Division:	Primary Care Services
Classification / Salary range	Social, Community, Home Care and Disability Services Industry Award 2010, Social and Community Services employee, Level 4
Employment Type:	Part-time (0.8 FTE) fixed term contract to mid November 2021
Position reports to:	Director, Clinical Service Innovation

1. POSITION SUMMARY

Orygen has recently received funding from the Primary Health Network to deliver low intensity services to family members, carers and significant others of young people accessing support at headspace Centres in Craigieburn, Glenroy, Melton, Sunshine and Werribee and the Orygen Parkville Hub.

Reporting to the Program Manager – Primary Care Services, the Family Peer Work Development Lead will develop this program, including recruitment of a pool of casual family peer workers and developing resources to support the roll out of family peer work sessions at headspace centres and the Parkville Hub. The Family Peer Work Development Lead will be required to be self-motivated and directed, and will demonstrate a sound ability to engage with a range of people.

The Family Peer Work Development Lead will also offer empathetic listening, provide support and information, befriending and peer support drawing on their own experience of supporting their own children, young adult family members and significant others.

Subject to broad strategic direction and working with a considerable degree of autonomy, this role will have management responsibility for diverse activities, programs and/or staff as required. This role will also work closely with and be supported by the headspace Clinical Services Managers and Manager, Parkville Hub, and will be supported by regular staff meetings and supervision. In addition to the formal structures of support and supervision, the Family Peer Work Development Lead should seek support and consultation from team members and senior staff as required.

2. POSITION CONTEXT

Orygen is the world's leading research and knowledge translation organisation(s) focusing on mental ill health in young people. The organisations have a translational research capacity spanning discovery, novel treatments, clinical health services, health economics and practice improvement research. The capacity is further enhanced by the organisation's national role in supporting the professional development of the youth mental health workforce and providing policy advice to governments relating to young people's mental health.

Orygen's work has created a new approach to the prevention and treatment of mental disorders, including models of care for young people with emerging disorders. This work has translated into a worldwide shift in services and treatments to include a primary focus on getting well and staying well and health care models that include partnership with young people and families.

Orygen currently operates clinical programs, National programs, as well as providing policy and strategic support to government, research and translation programs, and corporate services. This new role with work alongside all key areas of Orygen and Orygen Youth Health to identify, develop and implement new models of care, drive innovation and advocate for new business at a local, national and international level.

3. ABOUT ORYGEN

VISION: Young people to enjoy optimal mental health as they grow into adulthood.

MISSION: Reduce the impact of mental ill-health on young people, their families and society.

Orygen is the world's leading research and knowledge translation organisation focusing on mental ill-health in young people. Working side-by-side with young people, our partners and one another, we're redefining what's possible in global research, policy, education and clinical care. Find out more on our [website](#).

headspace is the National Youth Mental Health Foundation providing early intervention mental health services to 12-25 year olds, along with assistance in promoting young peoples' wellbeing. This covers four core areas: mental health, physical health, work and study support and alcohol and other drug services. Find our more on the headspace [website](#).

4. KEY RESPONSIBILITIES/OUTCOMES

The Family Peer Work Development Lead will:

- With the support of the Program Manager, recruit and orientate a pool of casual Family Peer Workers.
- Develop and run core and advanced training programs for the Family Peer Workers.
- Develop and run training for staff working at the headspace or Orygen sites on how to work with Family Peer Workers.
- Develop a range of resources to assist the Family Peer Workers and staff to implement the Family Peer Work Program.
- Lead and initially facilitate co-reflection for Family Peer Workers.
- Provide consultation and training to staff and private providers regarding family experience, family inclusive practice principles and approaches.
- Support and mentor the Family Peer Workers in their day to day activities, including working alongside them as required.
- To progress and maintain model fidelity to the Family Peer Work model.
- Provide short term family peer work to 5 - 7 families via face to face, phone or videoconferencing methods, at any one time.
- Provide advice to managers on areas of possible quality improvement based on family experience and feedback.
- Promote family participation in service planning, participation and evaluation.
- Liaise with internal and external stakeholders.
- Perform other service development activities and responsibilities as directed by the Program Manager - Primary Care.

5. SELECTION CRITERIA

The following criteria must be met for consideration for this position:

Essential:

- A personal experience of supporting a child, young adult family member who was experiencing challenges with their mental health, physical health, alcohol and other drugs and/or work and study.
- Demonstrated experience in providing peer support or supporting others using their own lived experience.

- High level interpersonal skills, including the ability to liaise effectively with a diverse range of people, families and stakeholders.
- Capacity to problem solve effectively, engage and work creatively with other staff, families and carers.
- Capacity and willingness to conduct training and group programs with staff, family members and carers.
- Ability to work effectively in a team.
- A commitment to improving the way services are delivered for young people and their carers/family.
- Ability to work collaboratively with a wide range of people
- Confidence to advocate for themselves and families in a clinical environment.
- Highly organised, with the ability to work autonomously and prioritise work tasks.
- High level written and verbal communication skills including the ability to develop resources and training for other Peer Workers.

Desirable:

- Ability to develop, implement and evaluate training programs for Family Peer Workers.
- A tertiary or certificate qualification in a community or health discipline (psychology, nursing, social work, occupational therapy)
- Experience with or knowledge of group leadership and/or facilitation.
- Experience of accessing a headspace Centre or similar organisation as a family member, carer or significant other.

6. PROFESSIONAL AND ORGANISATIONAL KNOWLEDGE

The Family Peer Worker Development Lead will be expected to have:

- Knowledge and support of the headspace framework of early intervention, de-stigmatisation, diversity, inclusion, and non-discrimination.
- Knowledge of the common mental health, substance use and social problems faced by young people.
- A commitment to learning about the different types of organisations involved in mental health and drug and alcohol service delivery to young people.
- A commitment to learning about issues of ethics and confidentiality and willingness to comply with privacy legislation in relation to the health care of young people within an early intervention framework.
- Excellent computer skills with a demonstrated ability in word processing, presentation programs and databases as required.

7. SPECIAL REQUIREMENTS

- A current Victorian driver's licence.
- Occupational Health and Safety (OH&S) and Environmental Health and Safety (EH&S) responsibilities as outlined in Orygen's Occupational Health and Safety policy.
- All Orygen employees are required to familiarise themselves with the organisation's policies and procedures and to adhere to them at all times.
- Unrestricted right to live and work in Australia.
- Current Working with Children Check will be required.
- A current National Police Check will be required.
- Any offer of employment is conditional upon receipt and maintenance of a satisfactory Working with Children Check.
- You will be required to work across more than one of Orygen's sites, which are currently located within the north and west of Melbourne.
- This role will initially commence work remotely from home. The successful incumbent must have confidential home office space and reliable internet connection. (In response and subject to COVID-19 pandemic responsive change to working space).