
PEER NAVIGATOR - TGD

FEBRUARY 2024



POSITION SUMMARY

Location:	Working across 5 headspace sites – Craigieburn, Glenroy, Sunshine, Werribee, Melton and Parkville		
Functional area:	Primary Clinical		
Classification/ Salary:	Social, Community, Home Care and Disability Services Industry Award 2010, Social and Community Services Employee, Level 2 commensurate with skills and experience + 11% super + access to \$15,900 NFP salary packaging		
Job level:	Level 2		
Reports to:	TGD Team Leader		
Employment type:	Part time (0.6FTE)		
Employment length:	Contract until 30 June 2025		
Direct reports	-	Indirect reports	-

POSITION PURPOSE STATEMENT

The Peer Navigator is a position supporting trans and gender diverse young people aged 12-25 years of age across Victoria to access gender affirming health care at one of the Orygen headspace centres. This role will work closely with Senior Clinicians, GP's and the wider Team to provide 'wrap around' support to young people and assist them to navigate the system to receive appropriate and safe services and support.

The purpose of this position is to support trans, gender diverse and non-binary (TGD&NB) people to navigate statewide services as part of the Trans and Gender Diverse Service. This includes working alongside mental health clinicians with TGD&NB young people to determine their support needs and navigate referral pathways. This role will also support the Team Leader in ensuring all aspects of the project are co-designed with trans, gender diverse and non-binary people.

Peer Navigators are committed, passionate young people who have TGD&NB lived experience and may also have had their own challenges with affirming gender, mental health, physical health, alcohol and other drug use, family, and/or work or study. As Peer Navigators, you will intentionally share this lived experience to the extent to which you feel comfortable, to support engagement, research, technology development and service improvement to TGD&NB young people and their families across the state.

REVOLUTION IN MIND

About the Trans and Gender Diverse Service

The Orygen Trans and Gender Diverse Service (TGD) is a Victorian state-wide service providing multidisciplinary care to young people from 12-25 years of age presenting with gender dysphoria and/or other concerns regarding gender identity. The assessment, treatment and support provided by the TDG initiative is consistent with the Australian Standards of Care and Treatment Guidelines for trans and gender diverse children and adolescents (2018).

The TGD initiative is a partnership with Transgender Victoria (TGV), Transcend, Monash Health and the Royal Children's Hospital (RCH).

POSITION FOCUS

	Key responsibility area	Percentage
1	Peer Navigation	70%
2	Co-design	10%
3	Stakeholder Engagement	10%
4	Other	10%

POSITION KEY RESPONSIBILITY AREAS

1. Peer Navigation

- Provide goal oriented (session by session) advice, referrals and support for TGD&NB young people.
- Provide lived experience secondary consultation and advocacy to internal and external stakeholders.
- Develop and implement effective peer navigation approaches that are evidence informed and relevant to TGD&NB communities.
- Provide a point of contact for TGD&NB people accessing or seeking to access mental health services.

2. Co-design

- Assist in recruiting young people to co-design workshops and running the workshops alongside the program and clinical team.

3. Stakeholder Engagement

- Engage with LGBTQIA+ community sector to promote awareness of the services available to TGD&NB communities.

4. Other

- Review and prepare written materials under direction of the project leadership team. Attend supervision and project meetings and provide input into shaping service delivery.

EDUCATION / QUALIFICATIONS

Desirable	<ul style="list-style-type: none">• Relevant qualification in health, social services or community development.• Willingness to participate in peer work training or relevant tertiary course.
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EXPERIENCE / SKILLS

Experience / skills	<ul style="list-style-type: none">• Lived experience as a trans, gender diverse and/ or non-binary person.• A willingness to use their own lived experience within the context of the role.
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	<ul style="list-style-type: none"> • Excellent interpersonal skills, including the ability to work with people from culturally and sexually diverse backgrounds across telehealth and in face-to-face service. • Good computer skills including knowledge of Microsoft Word and Outlook and online social networking platforms. • Experience and/or knowledge of peer work principles as they apply in a youth health setting. • Capacity to problem solve effectively, engage with and work creatively in partnership with young people. • Ability to work effectively independently and in a team composed of other young people, clinical and non-clinical staff. • Excellent time management skills. • Experience working in the health or community sector with a focus on clients with complex needs. • Experience working with families in ways that empower them to support the health needs of TGD&NB family members. • Experience providing navigation support, referrals and undertaking administrative processes. • Knowledge and support of frameworks of early intervention, de-stigmatisation, diversity, inclusion and non-discrimination. • Knowledge about or formal training in the core peer work principles and the intentional, safe sharing of lived experience to peers. • Knowledge of the common mental health and social problems that are faced by TGD&NB young people. • Capacity and willingness to conduct presentations and programs to large groups of people, including young people and adults.
Personal attributes	<ul style="list-style-type: none"> • Demonstrated commitment to working with trans, gender diverse and non-binary communities. • It is advantageous to have had some experience of working in or receiving mental health support at some point, for example, mental health, physical health, family challenges and/or work and study. • Sensitivity to the issues faced by TGD&NB young people in accessing gender affirmative, non-pathologizing mental health services that support their gender identity and transition goals and an awareness of the impacts on their health and wellbeing created by not being able to secure these essential services. • Passion, energy and determination to make a difference to the health outcomes for young people. • Willingness and ability to communicate an attitude of hope and optimism to young people. • Knowledge of the youth mental health system and support services for young people. • A commitment to learning about issues of ethics and confidentiality and a willingness to comply with privacy legislation in relation to the health care of young people. • Interest in innovation service delivery for youth mental health.

KEY RELATIONSHIPS

Internal	<ul style="list-style-type: none"> • TGD Team • Headspace
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	<ul style="list-style-type: none"> • Orygen Specialist Programs • LGBTQIA+ community groups
External	<ul style="list-style-type: none"> • Royal Children’s Hospital Gender Service • Monash Gender Service • Transcend • Transgender Victoria (TGV)

SPECIAL REQUIREMENTS

<ul style="list-style-type: none"> • Unrestricted right to live and work in Australia. • 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. • Successful applicants will be required to provide proof of COVID-19 vaccination prior to commencement. • You may be required to work across more than one of Orygen’s sites, which are currently located within the north and west of Melbourne. • A current Victorian driver’s licence (desirable) • In line with government guidelines, this position may need to be based at home during certain periods. As such a reliable internet connection will be required. • Occasional out of hours, evening and/or weekend work may be required.

SAFETY, HEALTH AND WELLBEING RESPONSIBILITIES

<p>Employees are required to comply with all workplace health, safety and wellbeing policies and procedures of Orygen.</p> <p>In addition, employees are expected to:</p> <ul style="list-style-type: none"> • Promote and demonstrate Orygen’s high standards in relation to health, safety and wellbeing, championing a culture of safety in the workplace. • Take responsibility for their own safety, health and wellbeing and for their colleagues and others they work alongside, as far as they are able. • Follow policies, training and guidelines related to Workplace health, safety and wellbeing, including reporting of unsafe work practices, incidents, hazards and near miss events. • Be committed to promoting and protecting the safety and well-being of all children and young people and embedding safeguarding practices into all our programs and services.
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ACKNOWLEDGEMENT

Confirming this position description has been read and understood by:

Name	[insert name]
Signature	[insert signature]
Date	[insert date]