

Position title	YOUTH Peer Support Worker - Early Psychosis	Reference	HsD: FRP
Reporting to	Senior Peer Support Worker	Location	Casuarina
Division	headspace Darwin	Section	3410
Approved	General Manager Operations	Date	MAY 2025
Comments: Anglicare NT is the lead agency of headspace Darwin. headspace Darwin and headspace Palmerston provide mental health services for young people aged 12 to 25. The headspace Early Psychosis Team offers youth-focused, flexible, and recovery-oriented services. We prioritise early intervention, individualised care, and the role of family and social support in mental health. Our mission is to identify young people at risk of psychosis early and provide specialised, tailored treatment.			

Organisation Statement

Anglicare NT is a respected provider of quality human services across urban, regional and remote areas of the Northern Territory. We demonstrate our values of Hope, Kindness, Respect, Fairness and Integrity through strength-based and trauma informed practice, cultural respect, child safety, social justice, community development and partnerships. Anglicare NT was formed by the Anglican Diocese of the NT to respond to the social needs of our diverse communities.

Purpose of the Position

You will utilise your lived experience of early psychosis, recovery, and navigating mental health services to provide meaningful and purposeful support to young people and their families, working collaboratively with their treating team. In this role, you will contribute to the development and co-facilitation of Peer Support Groups and participate in Community Engagement events aimed at delivering educational opportunities, reducing stigma around mental ill-health, and serving as a positive role model for young people.

Additionally, you will attend meetings and advocate for the needs of young people and families accessing headspace Darwin. As a Peer Worker, you will play a vital role within the Functional Recovery Program (FRP) as part of the Early Psychosis team, while also working closely with other headspace Darwin teams. You will demonstrate a strong commitment to the mission and values of Anglicare NT, providing expertise, guidance, and dedication to delivering exceptional service.

Applicants should demonstrate strong insight into their experience of early psychosis during the interview process.

Selection Criteria

Position Specific Requirements

1. A Certificate IV in Mental Health or a related field, or a willingness to complete one.
2. Have personal experience accessing support for psychosis as a young person. If this support was provided through headspace Darwin, it must have been completed at least three months ago.
3. A strong ability to connect with, support, and collaborate with young people, along with an understanding of the mental health system in the Northern Territory.
4. A team player who can work effectively in a supportive environment, with a focus on early intervention, engagement, responsiveness, and recovery for young people—always maintaining hope and optimism about their potential for recovery.
5. Great communication and interpersonal skills, both written and verbal, along with confidence using computer applications like Microsoft programs. Strong organisational and time management skills are also essential.
6. The ability to work closely with a diverse range of young people, their families and friends, clinical staff, and committees.
7. A commitment to completing documentation and data collection as needed.

General Criteria

1. Demonstrated commitment to work respectfully and inclusively with Aboriginal and Torres Strait Islander and culturally and linguistically diverse people.
2. Demonstrated adherence to legislation, policies and procedures and a commitment to EEO, WHS, risk management and quality improvement practices.
3. Northern Territory Working with Children Clearance (Ochre Card).
4. National Police Criminal History Report (less than three months old) with acceptable outcome.

5. Ability to meet 100-point ID and additional visa / overseas work compliance measures.
6. Northern Territory Driver's Licence.
7. Valid First Aid Certificate (or a commitment to obtain one within an agreed timeframe)

Key Responsibilities

1. Provide support to young people accessing the headspace Darwin service

- As Peer Support Worker, draw on your personal experience with psychosis and navigating services to inspire and support young people in practicing self-care and working towards recovery.
- Support young people achieve their recovery goals through one-on-one sessions, joint sessions with other staff, outreach, group activities, and connecting them with the right internal or external services.
- Create opportunities for young people to share their feedback and reflect on their treatment journey with headspace.
- Enable young people to become self-advocates, encouraging them to communicate with their treatment team about their recovery goals or the services they would like to access.
- Stay mindful of your role as a Peer Support Worker, including your boundaries and the limits of the support you can provide. Be open and clear with both young people and staff about your responsibilities.
- Collaborate across programs within headspace to develop a solid understanding of internal referral pathways, so you can better guide young people as they navigate the service.

2. Communication, teamwork and advocacy

- Actively participate in relevant meetings to advocate for young people, offer valuable insights from a service user perspective, and support initiatives that foster inclusivity within the service.
- Demonstrate positive team behaviours that contribute to a high performing, engaged, youth friendly, person centred, family inclusive, optimistic and hardworking team.
- Collaborate with staff from other disciplines across all headspace Darwin and Anglicare NT services and other agencies and engage in partnership development that expands the range of services and access to services for young people and their families.

Educate headspace staff on peer practice by co-facilitating in-service training sessions.

General Requirements

- Comply with Federal, NT and Local Government legislation, regulations, permits and / or by laws.
- Adhere to delegations, code of conduct, policies, procedures and general conditions of employment.
- Work within contract, program / project parameters and scope of practice.
- Comply with program guidelines, work plans, budget, data and reporting requirements.
- Comply with WHS requirements – remain vigilant and contribute to a safe working environment.
- Embrace organisational values, work cooperatively and help sustain a respectful workplace.
- Support and mentor work colleagues by sharing your skills, knowledge and strengths.
- Help implement our Reconciliation Action Plan and build an inclusive and culturally competent workforce.
- Maintain confidential client, staff and organisational information in line with requirements.
- Keep up to date with workplace communications, staff meeting records and the intranet.
- Contribute to planning, evaluation and continuous quality improvement activities.
- Participate in supervision, performance reviews and undertake approved training.
- Maintain attendance, payroll and leave records in accordance with procedures.

Delegation of Authority

As per Board approved Delegation of Authority Schedule and aligned position classification (noting content will updated from time to time).

This role does not include any direct supervisory responsibilities.