



POSITION DESCRIPTION

POSITION TITLE:	AOD Peer Support Worker
PROGRAM:	Therapeutic Services
STATUS:	Part Time (0.6 FTE - 22.8 hrs per week), Fixed term until 30 June 2026, extension dependent on funding
REPORTING TO:	Senior AOD Clinician
LOCATION:	1/122 Carrington St, Adelaide 5000 and possible outreach at other locations
CLASSIFICATION:	VAC/GMHC Employment Agreement April 2014, SCHADS/SACS Level 3 Thorne Harbour Health pays above award rates.

1. ORGANISATIONAL ENVIRONMENT

Thorne Harbour Health (THH) is a community-controlled health organisation governed by our members and accountable to the *communities we serve*.

THH began in July 1983 and for over 40 years, the organisation has been a leader in the community's response to HIV and AIDS. THH has been delivering services in South Australia for ten years. THH aims to improve the health, social and emotional well-being of LGBTIQ+ communities and those living with or affected by HIV, with a particular emphasis on bringing the HIV and AIDS epidemic to an end.

Our Vision

A world where our communities are healthy and live safely, with dignity and wellbeing.

Our Mission

To deliver community-led and culturally appropriate health and wellbeing programs informed by and responsive to our communities, always advocating to reduce stigma and discrimination.

The Communities We Serve

When we talk about 'the communities we serve', language matters. We use words in ways that acknowledge and demonstrate respect for the way we describe our bodies, genders, and relationships. The terminology our communities use is complex and evolving, and identities can shift and change over the course of a person's life. We now use the LGBTIQ+ acronym as a collective term, but not all see it as inclusive enough. At Thorne Harbour Health, the communities we serve are made up of unique people with diverse backgrounds and experiences who identify as lesbian, gay, bisexual, people with innate variations of sex characteristics, trans and gender diverse, non-binary, intersex, queer, other sexualities, gender bodily diverse people, and all people living with HIV. HIV continues to be important to us because it's where we began and will always be part of our communities' experience. While we remain committed to using and advocating for inclusive language and will endeavour to always describe people in the way they describe themselves, for the purpose of communication and accessibility of this strategic plan, we will use the term 'our communities' when referring to the diverse communities we serve.

This strategy is informed by our communities. We acknowledge the people we have lost to HIV, transphobia, homophobia, stigma, and discrimination. We acknowledge the learnings and guidance from our communities' elders and honour their legacy.

For more information on our organisation, please visit our website www.thorneharbour.org

2. PROGRAM CONTEXT, ROLE & FOCUS

Thorne Harbour Health (THH) is an LGBTIQ+ community-controlled organisation, governed by our members, and working for the communities we serve. Combining passion, commitment and activism, THH aims to improve the health, social and emotional well-being of LGBTIQ+ communities and those living with or affected by HIV.

THH established its Therapeutic Services in South Australia in 2021 and now offers specialist Alcohol and Other Drugs (AOD), Family Domestic Violence (FDV), and Mental Health Services for LGBTIQ+ communities and people living with HIV (PLHIV). These services are co-located and are overseen by the Manager, Therapeutic Services SA.

Our Specialist Mental Health, AOD and FDV services provide cost free support in the Adelaide metropolitan region to LGBTIQ+ individuals aged 16 years and over (for mental health and AOD) and 18 years and over (for FDV). Mental Health and AOD services include peer support, brief intervention (including single sessions), clinical care and/or recovery coordination, counselling and psychological therapies, and family and group support. The services are aimed at meeting the needs of people who experience barriers to accessing mainstream mental health and AOD services or have needs not met by mainstream service such as managing the impact of minority stress and homo/bi/trans phobia and/or gender affirmation. Clients may self-refer or be referred via their GP or other services. LGBTIQ+ cultural competency and a trauma-informed lens informs how all clinicians conduct intake, risk assessment, service planning and the delivery of support and psychological interventions.

Our Specialist LGBTIQ+ Family and Domestic Violence service aims to enhance the safety, health and wellbeing of LGBTIQ+ victims/survivors through the establishment of working partnerships with mainstream service providers, and the provision of therapeutic case management.

3. POSITION ROLE AND RESPONSIBILITIES

The AOD Peer Support Worker is part of the AOD Treatment Service, within THH's broader Therapeutic Services, located in Adelaide. The AOD Peer Support Worker will utilise their skills, knowledge, and experience to provide therapeutic and case work support to clients and their family members. The AOD Peer Support Worker will model hope and resilience, helping clients to make sense of, normalise and reframe their experiences, identify their own needs and goals, and access appropriate support. This may involve the intentional and purposeful disclosure of own lived experience, as well as the provision of opportunistic supportive (informal) counselling and psychoeducation. The AOD Peer Support Worker will assist with wider service navigation and, in consultation with the AOD team, make warm referrals to other services, such as GPs, housing, residential AOD and mental health services as required.

The successful candidate will:

- Be responsible for a delivering systems-focused and client centred peer and family support, utilising empathy, respect, active listening skills and both formally acquired and experiential knowledge of substance use and behaviour change, and the impact on family members.
- Where appropriate, undertake assessments of clients' needs, goals and safety across a broad range of life domains, including strengths and risk/protective factors, which will assist in determining the type of supports required.

- Where appropriate, complete and coordinate a case plan for clients, which details goals (with actions and timelines), support requirements, a risk and safety plan, and a cultural support plan.
- Conduct regular reviews of and monitor clients' situations and case plans.
- Assist clients and/or family members to understand their experience, explore their support options, and implement appropriate strategies/actions.
- Encourage client and family member/significant other engagement with relevant support services, warmly referring as appropriate.
- Liaise with other care providers regarding care planning, referrals, and client progress.
- Administer and capture outcome measures with the client to ensure that improved outcomes are being achieved.
- Develop a transition plan and ongoing self-management support for clients who are exiting the service.
- Maintain strict client confidentiality and privacy and work within THH privacy policy and adhere to all THH policies and procedures, including codes of practice.
- Promote and facilitate group workshops and peer and family support groups as needed.
- Work collaboratively with other members of THH's Therapeutic Services to provide holistic care and respond to complex and diverse client needs.
- Exercise a high level of interpersonal skills and professionalism in dealing with clients, staff, volunteers, and other organisations.
- Participate in and contribute to regular internal and external meetings including but not limited to staff meetings, clinical and peer review, peer networks, and training and professional development as required.
- Maintain the required caseload and service contacts as per program and funding requirements.
- Maintain accurate records of client case notes and contacts and ensure data entry on the client data base is up to date, accurate and complete.
- Attend and actively participate in community events and/or promotional activities as directed.
- Participate in clinical and operational supervision as required by THH.
- Achieve performance targets (key performance indicators – KPIs) as set and work within program and funding guidelines.
- Participate in AOD service activities aligned with annual work plans, general organisational planning and accreditation processes.
- Undertake other duties as directed commensurate with existing skills, knowledge, and experience in support of the organisation and its objectives.

4. KEY SELECTION CRITERIA

Qualifications

- Certificate IV or greater in a relevant discipline (e.g. AOD, Mental Health, Welfare, Youth Work, Social Work, Counselling or Community Development).

Skills and experience

- Experience in, or willingness to learn about case planning, including assessment, treatment and discharge.
- Knowledge of AOD treatment service system, behaviour change approaches and harm reduction strategies, or a willingness and ability to acquire that knowledge within a short period of time.
- Experience and competence in providing therapeutic support to individuals, family members and/or groups from diverse backgrounds, preferably with people living with or affected by HIV, Hepatitis C, and/or from LGBTIQ+ communities and their families.

- Commitment to recovery-oriented approaches within a harm minimisation framework, acknowledging and building on people's own resilience and resources.
- An understanding of and sensitivity to LGBTIQ+ and drug use related stigma.
- Excellent interpersonal and communication skills.
- AOD lived experience.
- Ability to convey warmth, openness, empathy, and concern for the wellbeing of clients and their families, and capacity and willingness to contribute to a supportive and productive team environment.
- A current South Australian Driver Licence.

Desirable

- Training in Single Session Thinking, Single Session Therapy, Single Session Work, or Single Session Family Consultation Therapy.
- Previous experience in delivering AOD services to LGBTIQ+ community members.
- LGBTIQ+ lived experience.

5. CONDITIONS OF EMPLOYMENT

- Salary is paid in accordance with the VAC/GMHC Employment Agreement 2014. The classification for the position is SCHADS Award/SACS Level 3. Pay range is pro rata of \$81,242.33 - \$87,113.88 per annum.
- Salary packaging is available at Thorne Harbour Health. It is a legitimate method of restructuring existing salary into a combination of salary and expense payment benefits to provide a higher net remuneration for the employee.
- Employer's contribution to superannuation will also be paid.
- Conditions of employment are as stated in the VAC/GMHC Employment Agreement 2014.
- The position is for 22.8 hours per week.
- Completion by Thorne Harbour Health of a satisfactory police check.
- Evidence of a valid Working with Children Check.
- A willingness and ability to work flexible hours is required, including some early morning, evening and weekend meetings and other work-related commitments.
- A Confidentiality Agreement must be signed.
- Thorne Harbour Health is an equal opportunity employer. All staff members are required to contribute to creating a non-discriminatory workplace.
- Thorne Harbour Health provides a non-smoking workplace.
- Membership of the appropriate union is strongly encouraged.
- Candidates must have full working rights in Australia and may be required to provide proof of this eligibility.

6. PROFESSIONAL SUPERVISION

Thorne Harbour Health has a commitment to ensuring that staff members receive high quality supervision on a regular basis. This role is required to attend this supervision.

7. WORKPLACE HEALTH & SAFETY

As an employee of Thorne Harbour Health, staff need to strive to ensure a safe and healthy workplace by complying with the provisions of Section 25 of the Occupational Health and Safety Act 2004 (Duties of Employees).

8. APPLICATION PROCESS

Written applications addressing the selection criteria and including a resume and the names and contact details of three professional referees should be sent to recruitment@thorneharbour.org

For further enquiries please contact: Zac Cannell, Senior AOD Clinician via email – zac.cannell@thorneharbour.org

Applications close on Tuesday 20 January 2026

Important: it is essential that applicants specifically address the selection criteria. Where selection criteria have not been addressed, applications will not be considered.