

Position Description

Position Title:	First Nations Peer Cadet
EBA / Award:	Social, Community, Home Care and Disability
Classification:	Schedule B Level 2 (paid above award)
Reports to Operational:	Support and Connect Team Lead
Primary Site:	Greater Shepparton – Strathbogie - Moira
Last updated:	April 2026

Be part of a major boost to mental health and wellbeing in Victoria!

The Mental Health and Wellbeing Locals are an important part of Victoria’s reformed mental health and wellbeing system. The Victorian Government has committed to establishing 50 Mental Health and Wellbeing Locals.

In Greater Shepparton Strathbogie - Moira, Wellways, APMHA Healthcare and GV Health are working together to offer an easy way to access care and support for people aged 26 years and over who are experiencing mental health concerns – including people with co-occurring alcohol and drug support and care needs and their family, carers, and supporters.

Mental Health and Wellbeing Locals are free, voluntary, and easy to access, with no referral required. Importantly, these new services will be delivered on the basis of *‘how can we help?’* and a *‘no wrong door’* approach, focused on giving choice and control over how the participant wants to receive support.

This new service will make it easier for the participant to access the support they need, closer to home and family, carers, and support networks.

Most importantly, Mental Health and Wellbeing Locals are safe spaces for everyone.

Commitment to Reconciliation

At Wellways, we are committed to creating culturally safe and inclusive workplaces while delivering meaningful outcomes for our First Nations employees and communities.

Working together - how we will deliver services

The Mental Health and Wellbeing Local is community-led and integrated through partnership that shares power, creating a responsive, flexible and helpful service.

The Local will operate seven days a week, with extended operating hours to support a flexible and responsive service. The Local Service model will provide integrated clinical support, care, and wellbeing support to participants and their family members or carers. The provided services will be in response to participants experiencing a mental health challenge and co-occurring substance use or addiction. This approach will improve the capacity of individuals to engage in our community and respond to any future psychological distress.



Community

The Mental Health and Wellbeing Local Services will be community-led, and co-production will ensure a diverse range of perspectives are included in the design, delivery, and governance of the Local Services, ensuring it reflects, responds and is accountable to the local community it supports.

Connected

An integrated service system connected through governance (partnership, operational and clinical) systems and workforce ensures people can access the right support at the right time.

Creating capacity for citizenship

Our model of care and governance structure has been designed to create capacity. Our workforce, individuals, and their natural supports recognise and respond to psychological distress and address barriers that prevent people from participating in their community and leading meaningful lives.

Team

This role makes up part of the Support and Connect team and is a crucial part of the Victorian Mental health reform work that Wellways and its partners are undertaking. This role will be part of a growing service system that places the community in the centre of the Local Mental Health and Wellbeing network across Victoria. This role will manage service coordination, support and positive engagement for participants, carers and their families impacted by mental illness and substance use or addiction.

Role Purpose

The Peer Cadet Program at Wellways paid cadetship for individuals with personal lived/living experience who are enrolled in the Certificate IV in Mental Health Peer Work. This entry level employment opportunity provides Peer Cadets with the chance to develop their knowledge, skills, and confidence through exposure and experience whilst learning in a real employment setting.

Utilising your real-life experience, coupled with skills learned through education and training, the First Nations Peer cadet, will walk alongside First Nations peoples impacted by mental illness, psychological distress and substance use or addiction on their journey with our team.

This role will work with other disciplines to instil hope through positive self-disclosure and positive role modelling, offering practical ways of overcoming the day-to-day barriers and challenges faced by all whilst walking a recovery journey, alongside understanding and supporting the unique factors impacting first nations communities.

Main responsibilities of the role include:

- Under supervision participate in peer support activities as a learner, applying intentional peer support principles
- Under supervision, support service navigation and contribute information to support planning as directed.
- Support culturally safe engagement under supervision and seek direction where required.
- Under supervision, support preparation and delivery of group peer sessions, including co facilitation task as directed.
- Capacity building with community and individuals
- Supporting engagement with clinical supports when requested

How you will make a difference

Working together, Wellways, APMHA Healthcare and GV Health will provide a range of support and therapies specific to what the community needs, whenever and wherever they are needed. Lived experience, inclusivity and partnership will underpin all our work. This is a new way of doing things and creates an amazing opportunity to drive much-needed mental health improvements for our communities.

First Nations Peer navigators will guide people through an intentional journey of evidence-based care and support, supporting people to achieve wellbeing and optimal participation in the community.

Help shape the future of mental health and wellbeing in Victoria to ensure that everyone is supported and included.

Key areas of accountability

Area	Deliverable
Culturally appropriate and quality service delivery	<p>The Peer cadet role will work towards building skills and understandings to enable them to:</p> <ul style="list-style-type: none"> • Understand, and observe First Nations cultural protocols • Using the Peer Support Principles assist under supervision with intake, planning and assessment, and ensure all documentation is provided to the relevant service team in a timely manner. • Under supervision, support First Nations peoples and carers to identify goals that reflects their aspirations. Document agreed next steps as directed and contributes to their overall health and wellbeing • Proactively support colleagues and participants to identify, engage and remain engaged with the range of health and social care services identified, as well as access local social and community activities • Collaborate with clinical partners to identify and escalate safety concerns immediately in line with escalation pathways and communicating all risks to Team Leader • Maintain strict participant confidentiality while reinforcing the participant’s rights and responsibilities • Build peer relationships using the Intentional Peer Support model • Attend and support; where appropriate, the joint planning/case conferencing to ensure a coordinated response between the participant’s health, wellbeing, disability supports and other needs • Where participant, carer and family needs are best met through other agencies, support advocacy with those agencies to access assistance • Ensure any referrals and service confirmation is provided to service delivery teams with accurate and complete information that allow for the timely commencement of service(s) • Adhere to protocols and agreements between Locals, consortium partners and relevant service providers, ensuring positive interactions with internal/external stakeholders • Learn, apply and adhere to standards and legislation relevant to the role (such as Child Safe Standards, Aged Care Act etc) and actively promote compliance to any such standards and legislation

Area	Description
	<ul style="list-style-type: none"> • Ensure documentation is maintained in the participant management system as required to meet statutory requirements including statistical data for reporting purposes • Under supervision evaluate the effectiveness of In-Person Peer support sessions through the use of Surveys and other means as appropriate • Undertake any additional tasks that reasonably fall within the scope of the position

Key Requirements

Qualifications or Experience	<ul style="list-style-type: none"> • Identify as First Nations and be accepted by their community • Certificate IV/Diploma in Mental Health, AOD or currently enrolled • Demonstrated strong connection with First Nations communities and demonstrated strong understanding of the lived experiences of First Nations communities on Country
Knowledge and Skills	<ul style="list-style-type: none"> • Personal experience of a mental illness, psychological distress, substance use and recovery • Be comfortable to share personal experiences with program participants within a safe and supported way • Demonstrated skill in establishing, empowering and supportive partnerships with individuals, families, and carers • A commitment to Person centred practice and maximising the opportunities and support for people with a mental illness or psychological distress within their local communities • Able to plan, prioritise and work under supervision to ensure outcomes are achieved • The ability to express personal views and tackle sensitive information in a constructive and diplomatic manner • An understanding and demonstrated commitment to social inclusion and diversity
Information Technology	<ul style="list-style-type: none"> • Basic skills/willingness to learn skills in Microsoft Office Suite and CRM systems
Compliance	<ul style="list-style-type: none"> • National Police Check • International Police (if required)

	<ul style="list-style-type: none"> • Current Working with Children Check-employment • Evidence of right to work in Australia • Driver licence and wiliness to undertake travel as part of your role • NDIS Workers Screening Check • NDIS Workers Orientation Modules – free online course
Other	<p>Desirable</p> <ul style="list-style-type: none"> • Prior experience working within the Mental Health or AOD sectors, or a community-based organisation • Personal lived experience of mental health challenges or have cared for someone who has • Aboriginal, Torres Strait Islander, people living with a disability and Culturally and Linguistically Diverse people and people who identify as LGBTIQ+ are encouraged to apply

Required Values & Behaviours

Area	Description
Authenticity and Integrity	<ul style="list-style-type: none"> • We will bring our whole selves to the table and work from a position of trust and belief in the other, recognising community and wellbeing belongs to all of us. • We are committed to leading a culture that is helpful and understands people exist and have complex intersectional circumstances that can lead to psychological distress.
Compassion	<ul style="list-style-type: none"> • We will commit to a compassionate approach and understanding leading with curiosity.
Respectful Collaboration	<ul style="list-style-type: none"> • We are respectful and recognise the power in our different experiences and organisations work views and recognise we all have something to learn from each other.

Quality and Safety	<ul style="list-style-type: none"> • Ensure any risks are identified and reported promptly and that prevention strategies are implemented to ensure the safety of all participants. • Ensure and take all reasonable care for your personal safety and the safety of, participants and colleagues. • Actively participate in workplace health and safety initiatives and consult with colleagues and management in relation to issues that impact on the safety of the workplace. • Comply with all Policies and Procedures • Maintain confidentiality as per Greater Shepparton Mental Health Local policies and procedures and in accordance with relevant privacy and health records legislation. • Actively involve participants and/or carers in quality and safety improvement activities. • Maintain up-to-date immunisation status related to own health care worker category. • Ensure that the principles of general and participant manual handling are adhered to.
People & Culture	<ul style="list-style-type: none"> • Act in accordance with the 'Code of Conduct' and 'Workplace Behaviour' Policies. • Actively participate in relevant professional development. • Display high levels of professional behaviour at all time
Equality and Equity	<ul style="list-style-type: none"> • We will strive for equality and equity in our approach to partnership and the community we serve. • We aim to break down the barriers of power and privilege recognising we come together toward a common goal.
Honesty and Courage	<ul style="list-style-type: none"> • We will have robust feedback mechanisms in our model of care and governance structure to actively engage with community and participants to ensure we are meeting their needs and we are accountable to these. • We lean into difficult conversations realising this is when there is the greatest opportunity to learn.

<p>Excellence and Appreciation</p>	<ul style="list-style-type: none"> • Our work will be evidence based and we commit to continuous quality improvement processes to ensure the people using our service have excellent outcomes.
<p>Commitment to reconciliation</p>	<ul style="list-style-type: none"> • Demonstrates commitment to reconciliation. • Work towards creating culturally aware and safe services for First Nations Community Members.