



Position Description – StandBy Lived Experience Peer Worker

Details	
Position title	StandBy Lived Experience Peer Worker
Classification	SCHADS – Level 3
Reports to	Regional Coordinator
Employment type	1.0FTE
Location	Shepparton or Ballarat
Last revised	April 2026

StandBy Support After Suicide

StandBy Support After Suicide is Australia’s leading suicide postvention program dedicated to supporting people and communities affected by suicide. Established in 2002, StandBy operates in every state and territory.

StandBy’s Vision, Mission & Values

OUR VISION

Every community in Australia is safe, inclusive, and supportive of those bereaved or impacted by suicide.

OUR MISSION

Everything we do is to support and advocate for the health and wellbeing of individuals, groups and communities bereaved or impacted by suicide.

OUR VALUES

StandBy values drive our decision making and are integral to who we are and what we do. StandBy is underpinned by the three-step philosophy which is an adaption of the work of Associate Professor Judith Murray:

- Respect
- Understanding
- Support for the health and wellbeing of those impacted or bereaved by suicide.

Workplace Health and Safety (WHS) Statement

Wellways is committed to providing and maintaining a safe and healthy workplace for all workers (including contractors and volunteers) as well as participants, visitors, and members of the public. Hazards and risks to health and safety will be eliminated or minimised, as far as is reasonably practicable.

We are committed to complying with the Work/Occupational Health and Safety Acts, Regulations, codes of practice and other safety guidance material.

The responsibility for managing health and safety ultimately rests with the directors and management teams. Workers also have important responsibilities for the health and safety of themselves and others in the workplace.

Position Summary

The role of the StandBy Lived Experience Peer Worker of the Murray StandBy region is responsible for providing peer support, practical assistance, education, information, and referrals for people bereaved or impacted by suicide, as well as other events and activities as directed by the StandBy Line Manager. Trained in utilising key peer principles and trauma informed practice to build purposeful connection with people through the common (and often traumatic) experience of suicide loss, peer workers facilitate an authentic and supportive space for people to process and explore their deeply personal bereavement to suicide. This may include travel across the region as well as service provision inside/outside normal business hours as agreed upon.

StandBy is committed to creating an inclusive and diverse workforce that reflects the people and communities we support. We encourage applicants from diverse backgrounds, including (but not limited to) Lived Experience of Suicide, Aboriginal and Torres Strait Islander, CALD and LGBTQIA+

Experience & Qualifications

Qualifications

Essential

- Entry level position;

Desirable

- Intentional Peer Support, Roses in the Ocean Suicide Prevention Peer Worker Training, Our Voice in Action, Voices of Insight and/or, Certificate IV in Mental Health Peer Work are highly desirable
- Applied Suicide Intervention Skills Training (ASIST) (however preferred applicant will be supported to obtain upon recruitment)

Experience:

- Lived experience of suicide bereavement; Demonstrated by outlining how the experience changed the person's life, the growth and understanding gained from the experience, and how the person can use that experience to help others.



- An understanding of and experience in suicide postvention service provision and associated challenges, bereavement and/or related disciplines such as trauma, grief and loss with demonstrated evidence of sector engagement, community development and partnerships
- Demonstrated ability, exceptional skills, knowledge and outcomes attained through previous appointments, volunteer work, service and/or study with a combination of experience, expertise and competence sufficient to perform the duties required at this level

Other Requirements

- Evidence of Right to Work in Australia
- Hold a current 'C' class driver license
- Hold, or willingness to apply for National Police Check
- Hold, or willingness to apply for Working with Children Check in relevant jurisdiction https://www.nationalcrimecheck.com.au/resources/working_with_children_checks_in_australia
- Hold, or willingness to apply for NDIS Worker Screening Check
- [NDIS Worker Orientation Module completion certificate](#)
- Reside within the following Standby PHNs region: Murray PHN
- Travel throughout the regions may be required of this position.

Key Responsibilities

Role Specific responsibilities:

- Provide individual person-centred peer support to people bereaved by suicide, drawing on one's own lived experience of suicide bereavement.
- Communicate and share from a lived experience perspective the nature of complex grief and trauma responses in the context of suicide bereavement
- Utilise peer values and principles at all times to inform support practice
- Introduce strategies for resilience building over time – model hope and strength



- Co-facilitate face to face support sessions with the StandBy Support team as required, providing lived experience focused representation and support
- Maintain trauma informed, strengths based confidential records using the StandBy database
- Identify risk and utilise ASIST when required
- Provide information on community resources and additional services in collaboration with the StandBy team
- Assist people in providing feedback via evaluation and outcomes processes
- Assist with referral to bereavement support groups and/or other services in the community
- Undertake all required supervision, debriefing, and critical reflection practices
- Understand organisational and StandBy governance and risk management policies and procedures
- Maintain professional boundaries - understand the nature and practice of principle-based peer support
- Compliance with overall service provision requirements including evaluation, reporting (workplan and progress reports and advisory group reports) and other performance measures for the program in accordance with organisational, contractual, and legislative frameworks
- Collaborate with the dedicated line manager and lived experience practice lead to receive operational support and practice based support
- Manage personal self-care.

Administrative and General Duties

- Participate in regular PSD sessions with the line manager and external peer supervision as required
- Participate in staff meetings, training sessions and other network meetings as appropriate within budgetary considerations
- Participate in training and professional development relevant to Wellways
- Perform other duties as directed that are within the limits of the employee's skill, competence and training and the scope of the employee's award classification
- As an employee, work in a healthy and safe manner and adhere to workplace health and safety policies and procedures

Selection Criteria

Below are the essential (unless otherwise indicated) qualifications and experience a person requires to successfully fulfil the responsibilities of this position. Applicants are encouraged to address the below selection criteria in their letter of application (no more than two pages) and submitted alongside resume and cover letter:

- Lived experience of suicide bereavement
- Highly desirable training and experience in either Suicide Prevention Peer Worker Training (Roses In the Ocean), Our Voice in Action (Roses in the Ocean), Voices Insight (Roses in the Ocean) Intentional Peer Support (IPS) and/or Cert IV in Mental Health Peer Support
- Demonstrated, well developed interpersonal and communication skills, both written and verbal, and the ability to work effectively both as part of a team and with a broad range of stakeholders
- Highly compassionate and attentive to details
- Experience and/or knowledge in providing peer support including trauma response and self-care management practices
- Demonstrated ability to plan, organise, problem solve and work effectively, both independently and as a team member
- Demonstrated ability to adapt and respond to change and manage challenges
- Ability to work autonomously or with limited guidance
- Ability to operate Windows applications at an intermediate general level, including the following Microsoft applications: Word, PowerPoint, Outlook, Excel, and demonstrated experience in working with a national database