



Position Title	Family Support Worker- DadSpace Project Lead
Accountable To	Director of Operations
Hours	This position is part time 0.8 FTE (4 days per week)
Term of Contract	1-year Fixed Term with possibility of extension.
Classification	SCHADS Award Level 4 pay point commensurate with skills and experience. Full Time Base Salary \$88,100 to \$94,792 per annum.
Superannuation	As per the Superannuation Guarantee Act
Location	This position will be based in Melbourne, co-located at the Royal Children’s Hospital with some work from home flexibility.
Salary Packaging	Employees will have the ability to salary package.
Checks	Employment is contingent on a satisfactory Working with Children Check and a Police check.

Acknowledgement of Traditional Custodians

We acknowledge the Traditional Custodians of the lands on which we work, live and play, and pay our respects to Elders past and present. We honour the longstanding diversity of gender within First Nations cultures and stand with Brotherboys, Sistergirls, and all First Nations LGBTIQA+ people in their continued fight for justice and self-determination.

Honouring our community

We honour the trans, gender diverse, and non-binary leaders who came before us and made our work possible through their tireless advocacy and activism. We are deeply grateful to them and their allies. We celebrate the families who listen to and affirm their trans, gender diverse, and non-binary children. Most importantly, we honour all trans, gender diverse, and non-binary children and young people across Australia.

Child Safety commitment

Transcend Australia is a child-safe organisation where the safety, wellbeing and rights of children and young people are respected and heard. We support families of trans, gender diverse and non-binary children and young people, and we prioritise environments where children feel valued and protected. We have zero tolerance of harm and abuse. All staff, board and volunteers follow our Child Safety Code of Conduct and act to prevent harm, taking all concerns seriously and meeting our legal obligations to respond and report. Child Safety is everyone’s responsibility, and we provide safe, supportive spaces for every child and young person.

About Transcend

Transcend Australia Ltd (Transcend) is a not-for-profit charity whose purpose is to improve and celebrate the lives of trans, gender diverse and non-binary (TGDNB) young people and their families by providing opportunities for peer support, the provision of information and resources, and advocating for change to services and systems.

One of the primary aims of Transcend is to support families, parents, and carers to navigate the mental health and health system for transgender, gender diverse and non-binary (TGDNB) children, young people and their families. In addition, we offer support to families in securing fair, respectful and inclusive outcomes for their children across a range of social and institutional settings that intersect with their lives.

About the role

Fathers and father figures play a vital role in the wellbeing and safety of trans, gender diverse and non-binary young people, yet tailored support for dads remains limited. This project addresses that gap by delivering evidence-informed programs across Victoria that strengthen fathers' confidence, connection and capacity to support their children, improving outcomes for young people, families and the broader community.

The Project Lead will design and deliver in-person and online activities, develop resources, and support monitoring and evaluation. Working within the Family Support Team and reporting to the Director of Operations, the role also provides non-clinical peer support and facilitates engagement through consultations, intake and group programs. You will have a commitment to inclusive practice and a strong commitment to supporting trans, gender diverse and non-binary young people and their families, recognising the critical role of family support in positive outcomes.

You will need availability to deliver some sessions after 5pm.

Key Duties and Responsibilities – Project Lead

- **Program Design and Development**
Collaborate with the Transcend Family Service team to design and develop accessible, evidence-informed activities that respond to the needs and experiences of fathers and father figures
- **Program Delivery and Coordination**
Plan, coordinate and deliver in-person and online programs and support groups across metropolitan, outer metropolitan and regional Victoria, ensuring consistent, high-quality service delivery.
- **Participant Engagement and Consultation**
Facilitate consultations, group discussions and engagement activities that encourage participation, build trust and strengthen connections among fathers and families.
- **Resource Development**
Develop practical, accessible resources and information to support fathers and families, translating evidence-based approaches into user-friendly materials.
- **Peer Support and Navigation**
Provide non-clinical, strengths-based peer support through intake processes, Welcome Calls and group activities, including empathic listening, information sharing, and referrals to appropriate services.
- **Monitoring, Evaluation and Reporting**
Support the collection of data and contribute to monitoring, evaluation and reporting processes to ensure program effectiveness, continuous improvement and compliance requirements.

- **Group Facilitation and Volunteer Support**
Facilitate group-based activities, including online sessions. Working with Transcend Volunteer Coordinator, support volunteer facilitators to ensure safe, inclusive and effective group environments.
- **Risk Management and Compliance**
Apply organisational policies, procedures and risk management practices, including maintaining appropriate documentation and contributing to a safe and supportive environment for participants.
- **Team Contribution and Organisational Alignment**
Work collaboratively as part of the Family Support Team, contributing to a positive team culture and ensuring alignment with organisational values, systems and strategic objectives.
- **Accessibility and Flexible Service Delivery**
Ensure services are inclusive and accessible, including availability to deliver evening sessions (after 5pm) and adapt approaches to meet the diverse needs of participants.

Key Selection Criteria

Essential

1. **Relevant qualification and demonstrated experience**
Relevant qualification and at least 2 years' experience working with families, parents and/or carers, including facilitating peer-based support that builds connection, confidence and wellbeing.
2. **Program Management**
Demonstrated ability to co-design, coordinate and deliver group-based programs and activities (both in-person and online), including engaging participants and managing group dynamics effectively.
3. **Group Facilitation and Engagement**
Experience facilitating support groups or workshops, including the ability to create safe, inclusive environments and encourage meaningful participation.
4. **Communication and Interpersonal Skills**
Well-developed interpersonal and communication skills, with the ability to build rapport and engage effectively with diverse individuals, families and stakeholders.
5. **Resource Development and Information Sharing**
Ability to develop clear, accessible resources and provide information that supports participants' understanding, connection and help-seeking.
6. **Peer Support and Service Navigation**
Experience providing non-clinical, person-centred peer support, including empathic listening, intake and referral, and connecting people with appropriate services.
7. **Monitoring, Evaluation and Reporting**
Demonstrated ability to contribute to data collection, monitoring and evaluation processes, with sound administrative and documentation skills.
8. **Stakeholder Collaboration and Teamwork**
Ability to work collaboratively within a team and liaise with internal teams, volunteers and external stakeholders to support coordinated service delivery.
9. **Risk Assessment and Professional Practice**
Demonstrated understanding of risk assessment frameworks, including family and intimate partner violence, suicide prevention and mental health.

Desirable

10. Lived Experience and Values Alignment
Demonstrated lived experience supporting a trans, gender diverse or non-binary child or family member.
11. Driver's License

How to Apply:

Applicants will need to submit their resume and a cover letter outlining the key selection criteria.

Please send your applications to recruitment@transcend.org.au

For more information, please contact the Director of Operations gloria@transcend.org.au.

Applications close: 5pm, Friday 19 June, 2026

Transcend Australia is an Equal Opportunity Employer and encourages trans, gender diverse and non-binary communities and their parents/carers to apply. We especially welcome applications from people who are Aboriginal and/or Torres Strait Islander; diverse sexual orientations; intersex; disabled; carers; living with HIV; culturally and linguistically diverse (CALD); People of Colour and People of Faith.