

Position title:	Peer Support Worker	Reporting to:	Clinical Lead Enhanced Care
Program:	Mental Health	Location:	Palmerston
Approved:	Director Mental Health	Date:	DECEMBER 2025
Comments:			

Organisation Statement

Anglicare NT is a registered charity and quality accredited provider of human services across urban, regional, and remote Northern Territory. We demonstrate our values through strength-based, culturally safe, trauma informed and inclusive practices. Child safety, social justice, community development and partnership approaches drive our work. We commit to being an employer of choice and we monitor our impact, respect lived experience and advocate to meet the needs of Territorians and our diverse communities. Our focus is to make a sustainable difference through place-based initiatives, collaboration, innovation, and the Partnership Support Service.

What we do

We provide services across the lifespan including: early childhood, child youth and family supports; aged care packages, community access, outreach, home support and volunteer visitors; NDIS support coordination and personal supports; community housing, transitional accommodation, tenancy support and homelessness responses; financial counselling, money management, gambling amelioration, micro finance and emergency relief; prison chaplaincy, post release accommodation and support; counselling, mediation and parenting education; refugee and migrant support; mental health initiatives, headspace centres, recovery and community awareness activities.

Purpose of the Position

You will skilfully and purposefully utilise parts of your lived experience of mental health difficulties, recovery and accessing mental health services, to provide support to young people and families in collaboration with their treating team. You will also help develop and co-facilitate Peer Support Groups and participate in Community Engagement events to provide education opportunities to the community, reduce stigma regarding mental ill-health and be a role model to young people. You will also attend meetings that allow you to advocate for young people and families accessing headspace Darwin and headspace Palmerston. The Peer Worker will function as part of the Enhanced Care team but will work closely with other headspace Darwin and Palmerston teams and receive ongoing mentoring. You will be committed to the mission and embody the values of Anglicare NT and support core business by providing service, guidance and advice within the position's speciality area. We strongly encourage people between the ages of 18 to 25 to apply for this role to ensure they have appropriate lived experience to support young people

Selection Criteria

Position Specific Requirements

1. You will have lived experience of accessing support for complex mental health difficulties as a young person. Applicants with experience of disordered eating would be encouraged to apply. If support was accessed at headspace Darwin, you will have completed your time of support at least 3 months prior
2. Demonstrated ability to actively engage, support and work collaboratively with young people and an understanding of the mental health system in the Northern Territory
3. Ability to work effectively in a team-based culture with a focus on early intervention, engagement, responsiveness and recovery of young people both individually and in group settings with an attitude of hope and optimism about the potential for recovery for young people who have experienced mental ill-health.
4. Well-developed interpersonal and communication skills (written and verbal) and familiarity with using a computer including Microsoft programs and demonstrated skills in organisation and time management.
5. Ability to work closely with a wide variety of young people, family members and friends, clinical and professional staff and relevant committees, as well as a commitment to complete documentation and data collection as required.

General Criteria

1. Demonstrated commitment to work respectfully and inclusively with Aboriginal and Torres Strait Islander and culturally and linguistically diverse people.
2. Demonstrated understanding of the issues that impact Aboriginal and Torres Strait Islander people.

3. Demonstrated ability to communicate sensitively and effectively with Aboriginal and/or Torres Strait Islander people.
4. Demonstrated adherence to legislation, policies and procedures and a commitment to EEO, WHS, risk management and quality improvement practices.
5. Northern Territory Working with Children Clearance (Ochre Card).
6. National Police Criminal History Report (less than three months old) with acceptable outcome.
7. Ability to meet additional visa / overseas work compliance measures.
8. Northern Territory Driver's Licence.
9. Demonstrated currency of job specific vaccinations (and boosters).
10. First Aid Certificate (or willingness to obtain within agreed timeframe)

Key Responsibilities

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

- Utilise your lived experience of mental health difficulties and accessing services, to encourage methods of self-care and recovery to young people
- Support young people to reach their recovery goals, in the form of individual sessions, joint sessions with other staff, outreach engagements, group activities and linking in with appropriate internal and external services.
- Provide ongoing opportunities for young people to de-brief and provide feedback about their treatment journey with headspace
- Support young people to become self-advocates to make request from their treating team about their recovery or types of services they would like available to them
- Be aware of the Peer Support Worker boundaries and the limitations of support you can provide. Be clear with young people and staff about what is and is not part your role as a Peer Support Worker.
- Work across programs within headspace to develop an understanding of the internal referral pathways to support young people in navigating the service.

2. Communication, teamwork and advocacy

- Participate in all relevant meetings, to advocate for young people, provide input from a service user perspective and facilitate initiatives that promote inclusiveness 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 about peer practice through co-facilitation of in-services

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 and maintain pandemic related and job specific mandated vaccinations (and boosters).
- 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 position has no direct reports.