

Job Title	HIV/STI Test Facilitator
Organisation	Queensland Positive People Incorporated (QPP)
Remuneration	Social, Community, Home Care and Disabilities Award 2010 Level 5 + Superannuation + Leave Loading Salary packaging of up to \$35,000 gross up value (i.e., currently up to \$15,900 Expenses + \$2,650 Meals, tax free)
Reports to	RAPID Team Leader

Primary Purpose of Role

The primary purpose of the HIV/STI Test Facilitator is to provide HIV/STI testing and education to people who believe they may have been at risk of acquiring HIV. This will require the delivery of time limited interventions that involve conducting appropriate test procedures, discussion of sexual health strategies and the delivery of results within the RAPID clinic (Fortitude Valley). This role also supports access to HIV self-testing across Queensland through the mail-out program, including contacting clients to discuss their results, providing health promotion, and linking to local services as appropriate. A significant requirement of this position is therefore the provision of immediate support to newly diagnosed clients and providing the necessary assistance to link the client into HIV care and treatment. Due to the one-on-one nature of client interactions, HIV/STI Test Facilitators are expected to maintain a high-level knowledge of all aspects of HIV prevention and the HIV care continuum.

QPP Values

Diversity	We value and celebrate our diverse community and we welcome the opportunity to walk with others, hear different voices and break down barriers.
Equity	We recognise that each person is an individual, and we help provide the resources and opportunities needed to reach a just and fair outcome.
Quality	We innovate and deliver services founded on best practice, through lived experience, consultation, and research. We strive to be reliably informed to remain accountable.
Freedom	Freedom for self-determination, this is what enables us to achieve our unlimited potential. We support social transformation through individual and collective engagement, and we uphold the power of people to effect change.
Empathy	We build relationships based on compassion. We do this by demonstrating kindness, respect and by listening, and reflecting.
Belonging	We recognise the importance of connection, and we build supportive environments that value open participation from people with different ideas and perspectives.

Key Responsibilities/Accountabilities

Leadership

- Embodies and promotes the values and behaviours that reflect the spirit and purpose of the organisation and a unified culture.
- Embrace and contribute to a culture that builds people and trust, values and supports learning and development and provides a safe and supportive environment for community, clients and staff.

Service Delivery

- Conduct appropriate risk assessment and pre- and post- test discussion with clients, including venepuncture blood collection for reactive results.
- Provide accurate advice to clients and relevant stakeholders relating to contemporary HIV prevention strategies, including treatment as prevention, testing strategies, PEP, PrEP and condom promotion, as well as information in the context of treatment, care and support of People Living with HIV (PLHIV).
- Provide a safe, supportive and respectful environment for clients from diverse backgrounds, including but not limited to Aboriginal and Torres Strait Islander, CALD, PWID, LGBTI.
- Provide the day-to-day delivery of the HIV Self-Test mail-out program across Queensland.
- Contribute to a passionate team environment that seeks high levels of client satisfaction and strives to remove barriers to testing in order to encourage priority populations to increase their frequency of testing.
- Work independently and without supervision in a complex and clinical environment, demonstrating a proactive and self-motivated approach to effective use of clinic time.
- Embrace and contribute positively to organisational change, continuous improvement initiatives, and the ongoing development of innovative service delivery practices.

Quality and Risk

- Maintain exceptionally high standards of clinical service delivery and infection control, such as providing clean and hygienic working spaces and personal appearance.
- Work within and promote the organisation's workplace health and safety policies and procedures.
- Actively participate in quality improvement activities relevant to the role, including the accurate and timely collection of data.
- Actively participate in training activities to increase knowledge and skill levels.
- Promote the principles of QPP and display a commitment to achieving the organisation's Vision and Mission.

Program Budget

- Work towards minimising waste and improving cost efficiencies.
- Ensure credit card and funds expenditure are within approved limits and funds procedures are followed.

Stakeholder Engagement/Education

- When relevant opportunities arise, contribute to community education/health promotion initiatives that aim to increase knowledge of community-based HIV testing services and improve health outcomes of priority population groups, such as PLHIV.

Experience/Qualifications

Essential

- Lived experience of belonging to a minority population, which may include people who are: living with HIV, LGBTIQ+, Aboriginal and Torres Strait Islander, migrant and overseas-born.
- Evidence of immunity against Hepatitis B according to the Queensland Health Infection Control Guidelines and National Health and Medical Research Council Australian Immunisation Handbook.
- The ability to maintain exceptional high standards in the protection and promotion of client confidentiality and privacy.
- Willingness to work outside normal business hours as required.
- Ability to maintain exceptionally high standards in the protection and promotion of client confidentiality/privacy.
- Competency in the use of Microsoft Office, including Word, Excel, and Outlook.
- The provision of a National Police Check of six months currency (or international check if lived overseas in the last 12 months) or evidence that a National Police Check has been applied for.
- A current Queensland Blue Card or equivalent interstate Working with Children Check.

Desirable

- A relevant tertiary qualification in community or human services, social work, biomedical or health sciences, psychology, public health and/or other fields or an equivalent combination of education, training and relevant experience.
- Previous involvement with not-for-profit sector.
- Previous counselling experience.
- A relevant qualification in phlebotomy is highly desirable, but training can be provided.
- Ability to travel intrastate/interstate as required.

Direct/Indirect Reports

- Nil

Key Selection Criteria

Provide a 2 – 4 minute digital recording (audio or video) addressing the points below.

Acceptable file types: mp3, mp4, mov, wam, wav, mkv, avi

To be provided via link to a cloud storage folder (e.g., DropBox, GoogleDrive, OneDrive) or attachment to an email (if file size permits). If sharing a link to a drive, please ensure this is publicly viewable without permissions – you can check this by pasting the link into an “incognito” browser, or sending to a friend.

1. Introduce yourself and tell us about who you are.
2. Share what lived experience and professional experience you would bring to the role.
3. Express why you are interested in working at RAPID as a peer HIV/STI Tester.
4. Share a brief overview of your understanding of the importance of sexual health testing and education, as well as the barriers that affect people’s access to HIV and STI testing.
5. Describe how you would work to build rapport and trust with people of various sexual behaviours, sexualities and gender experiences as well as those from different cultural backgrounds, and how you would address people expressing beliefs/values that differ to your own.

Note	The Experience and Qualifications section listed above reflect the requirements of the role at the time of recruitment or review. Where an employee was appointed prior to the approved date on this position description, these criteria are not applied retrospectively.
Last Updated	
Updated by	
Approved by	RAPID Program Manager
Date	09/06/2026