

Mental Health Community Engagement Worker

New Graduate or Early Career Program

position number	iChris
status	Part Time, Fixed term (TP)
FTE	0.8 FTE
network	Services
agreement	Community Health Centre (Stand Alone Services) Social and Community Service Employees Multi Enterprise Agreement 2022
classification	Level 3
reports to	Practice Manager

about us	cohealth is a not-for-profit community health organisation. We provide health and support services in Melbourne's CBD, northern and western suburbs, and on the East Coast of Tasmania. Our work is guided by our Strategy 2025–2035, a bold pathway toward our vision of healthy communities, healthy people.
what we do	We partner with communities to improve health and wellbeing and address health and social inequality. Our aspiration is for healthier communities where everyone – regardless of background or geography – can access quality care and experience better health and social outcomes.
our organisation	cohealth is driven by a 10-year strategy shaped by over 900 coworkers, clients, community members, and partners. We aim to be the exemplar of place-based, integrated, person-centred care that empowers individuals and communities across Australia. To achieve this, we are focused on three strategic objectives: • Demonstrating the value of the cohealth model • Enhancing the sustainability and resilience of our organisation • Scaling our impact

	Our work is underpinned by five key enablers: people and culture, community connection, partnerships, ways of working, and infrastructure.
our people	People who work at cohealth are passionate about social justice and committed to delivering high quality health care and promoting and protecting human rights.
diversity and inclusion	We want people of all ages, gender identities, sexualities, cultural backgrounds, and abilities to feel safe to bring their whole selves to cohealth. We are a Rainbow Tick Accredited organisation with over 20% of our staff from the LGBTQIA+ community. To find out more about us click here

network overview

Services Network

Our vision is for healthy communities and healthy people. We do this by providing care for individuals, community, and society, improving the health and wellbeing of the communities we serve, and addressing inequality in society.

We champion universal health care and human rights and strive for health and social equity. This is what we mean when we say care for all. Care for all is achieved when all people have access to the full range of health services they need, when and where they need them, and without financial hardship.

cohealth's services network delivers strong, people-centred primary and community health care that prioritises individuals and communities experiencing inequality. Our services focus not only on preventing and treating disease and illness, but also on helping to improve wellbeing and quality of life.

The West Mental Health & Wellbeing Local (Brimbank, Maribyrnong & Wyndham) delivers trauma-informed, recovery-oriented and human-rights-based mental health and wellbeing support to adults aged 26+. The Local acts as the accessible "front door" to the mental health system and works alongside Area Mental Health Services, primary care, community organisations and people with lived experience.

position overview and purpose

Community Engagement is central to delivering a mental health program that is responsive to the needs of the community in which it is embedded. The position will sit within the wellbeing team at the Mental health and Wellbeing Local. The role will facilitate engagement with the local community, current and previous mental health service users, and those in the community who may be experiencing psychological distress but not yet choosing or able to access services. The role will operate in both supported and graduated solo capacities and utilise a mix of skills and knowledge that will encompass community development, communication, health promotion and social prescribing aspects.

Part of the statewide Mental Health and Wellbeing Locals 12-month Graduate and Early Career Program, the Early Career Community Engagement worker position is focused on developing the chosen applicant's capability through structured supervision and learning. Learning is a hands-on process that balances service delivery and contribution with structured learning and growth opportunities where the worker will undertake the role duties while meeting expectations for learning and development.

The Community Engagement Graduate contributes to community-facing functions of the Local by supporting engagement, partnership, co-design and community capacity building activities. Guided by senior staff, the role assists to embed lived experience, human rights, cultural safety and trauma-informed practice in all community interfaces, and collects community insights to inform planning, service improvement and stigma-reduction efforts.

key accountabilities

engage the community about mental health and wellbeing	• Assist with facilitation of community engagement strategies and activities across diverse communities in the Mental Health and Wellbeing Local (MH&WL) catchment area • Support the Consumer Reference Group to enable authentic consumer influence on service planning, delivery and review. • Contribute to the development of inclusive health promotion resources and culturally tailored activities • Develop and implement projects to promote mental health, wellbeing, and social participation • Support the planning, coordination and evaluation of engagement and health promotion (mental health and wellbeing) activities
social prescribing coordination	• Build the capacity of MH&WB local staff to connect consumers to community-based supports that strengthen social connection as a complement to clinical care • Provide social prescribing, linking consumers to community, social and non-clinical supports that align with their goals • Facilitate warm connections to community resources, and monitoring engagement to improve social, emotional and functional wellbeing
build and support awareness of and responsiveness to community need	• Strengthen awareness of community needs and ensure services adapt in a timely and responsive manner • Collaborate with Mental Health and Wellbeing Local staff, health professionals, community leaders, and external service providers to improve access and support pathways • Support the provision of capacity-building to community members and grassroots leaders
strengthen and establish community partnerships	• Attend meetings and activities as part of existing or developing community and/or service provider networks • Attend community and external organisation events to promote Mental Health and Wellbeing Local Services
engage in the early career program	• Attend and participate in scheduled learning and development, supervision and reflection activities as a participant in the early career pathways program • Incorporate reflection and learning into practice and planning • Practice within the boundaries and expectations of the early-career program, an individually graduated approach to taking on workplace duties and responsibilities

culture and teamwork	• Champion cohealth's culture to promote teamwork, employee development and empowerment to foster a culture of high performance and a workforce which demonstrates behaviours consistent with cohealth's values • Work and practice in a holistic, person-centred and trauma-informed way
quality and continuous improvement	• Attend and participate in program review activities • Contribute to the principles of continuous improvement as contained in cohealth's quality system and ensure compliance with cohealth policies/procedures • Contribute to the implementation and improvement of the quality systems within cohealth, the Services Network, and ensure compliance with documented procedures and processes. • Expectation of skills development and independently seeking out opportunities to improve practice
health & safety compliance	• Engage regularly with practice and wellbeing supports such as debriefing, supervision and reflective practice • Provide and maintain a working environment that, as far as reasonably practicable, is safe and without risks to the health, safety and wellbeing of all (employees, contractors, volunteers) • Maintain awareness of and compliance with health and safety policies and procedures to maintain a safe working environment • Take corrective action to remedy safety hazards or risks and restore a safe working environment

position requirements

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- Relevant undergraduate qualification in community services, health promotion, social sciences or related field (minimum Cert IV/Diploma, bachelor's degree preferred)
- Committed to the philosophy and vision of cohealth
- Working with Children's Check (WWCC)
- Nationally Coordinated Criminal History Check (NCCHC)
- Victorian Driver's License
- Immunisation Category C to be produced for sighting upon request
- Willingness to travel across Brimbank, Maribyrnong and Wyndham sites as required

key selection criteria

PLEASE NOTE: This is a new graduate/early career program and is targeting applicants who have little or no experience working in the mental health sector

- Relevant undergraduate qualification in community services, health promotion, social sciences or related field (minimum Cert IV/Diploma, bachelor's degree preferred)
- Demonstrated interest in mental health and community development principles
- Ability to build respectful relationships with consumers, carers, community members and partner stakeholders
- Understanding of trauma-informed, recovery-oriented and human-rights-based practice -or willingness to learn
- Understanding of a social prescribing concepts-or willingness to learn
- Strong written and verbal communication skills, including community-facing communication that builds trust and engagement
- Ability to organise tasks, manage time and follow instructions under guidance
- Commitment to reflective practice, supervision, learning and development
- Demonstrated alignment with cohealth values and mission
- Proficiency in using basic computer applications (Microsoft Office and online communication platforms)

Desirable

- Familiarity with community sector and/or multicultural contexts
- Insight from lived or living experience of mental health, caring or community disadvantage
- Lived experience of migration / resettlement, and/or capacity to speak a relevant community language

cohealth is a child safe and equal opportunity employer that offers generous salary packaging and opportunity to undertake professional training and development opportunities. Aboriginal and Torres Strait Islander people, and those who speak languages other than English are encouraged to apply.

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