Position Description

Title	Lived Experience Peer Traineeship
Business unit	Community Wellbeing and Support Services Directorate
Location	Located in Prahran with opportunity to visit other service sites
Employment type	Ten-Week Paid Part Time Contract– 3 days per week (0.6 FTE)– Mon/Tue/Wed
Reports to	Lead Educator, Peer Traineeship Program

About Uniting

Uniting Vic.Tas is the community services organisation of the Uniting Church. We've been supporting people and families for over 100 years. We work alongside people of all ages in local communities in Victoria and Tasmania. Our services reach to Albury-Wodonga in the north, Mallacoota in East Gippsland, the Wimmera region in the west, and across Tasmania.

We empower children, young people and families to learn and thrive. We're there for people experiencing homelessness, drug and alcohol addiction or mental illness. We support people with disability to live the life they choose. We assist older people to maintain their independence and enjoy life. We provide opportunities to access training and meaningful employment. We're proud to welcome and support asylum seekers to our community. We work to empower people with the information, skills and tools they need to live a healthy, happy life.

As an organisation, we work in solidarity with Aboriginal and Torres Strait Islander people as Australia's First Peoples and as the traditional owners and custodians of this land.

We celebrate diversity and value the lived experience of people of every ethnicity, faith, age, disability, culture, language, gender identity, sex and sexual orientation. We welcome lesbian, gay, bisexual, transgender, gender diverse and non-binary, intersex, and queer (LGBTIQ+) people at our services. We pledge to provide inclusive and non-discriminatory services.

Our purpose: To inspire people, enliven communities and confront injustice

Our values: We are imaginative, respectful, compassionate and bold

Position purpose

The Ten Week Paid Peer Traineeship role contributes to building a strong and sustainable Lived and Living Experience Workforce (LLEW) within a community mental health setting. This traineeship provides a supported pathway that combines structured learning, practical experience, and professional development.

Peer Trainees draw on their lived or living experience of mental health challenges, trauma, alcohol and other drugs (AOD), or caring roles to walk alongside others in their recovery.

The role actively contributes to a recovery-oriented, inclusive, and person-centred service that values lived experience as essential to meaningful change.

Scope

Budget: nil

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Position Description
Lived Experience Peer Trainee

People: nil

Relationships

Internal

- Lead Educator, Peer Traineeship Program
- Team Leader AOD & Mental Health Lived & Living Experience
- Manager, AOD, Mental Health & Wellbeing
- Senior Mentor, Lived & Living Experience
- Peer Facilitators
- Peer Cadets
- Mental Health and Alcohol and Other Drugs Division Program staff

External

- Uniting Consumers/Service Users

Key responsibility areas

Service Delivery & Learning

- Engage in structured learning and placement activities to build peer work capability
- Work alongside Peer Mentors and multidisciplinary teams to support delivery of peer work (1:1 and group-based)
- Learn to use lived experience intentionally, safely, and purposefully in supporting others
- Contribute to recovery-oriented, person-centred, and rights-based approaches
- Develop understanding of how services collaborate to support holistic care
- Maintain accurate and timely documentation in line with organisational requirements

Peer Practice & Engagement

- Build respectful, authentic, and hope-filled relationships with consumers, carers, and families
- Support people to identify strengths, wellbeing practices, and self-defined recovery goals
- Promote self-determination, self-advocacy, and safe relational boundaries
- Uphold peer work values informed by the consumer/survivor movement
- Maintain confidentiality, professionalism, and ethical practice

Teamwork & Collaboration

- Work collaboratively within teams, across services, and with community partners
- Participate in team meetings, supervision, and reflective practice
- Contribute to a culturally safe, inclusive, and respectful workplace
- Build and strengthen professional and peer networks

Learning & Professional Development

- Undertake and complete Certificate IV in Mental Health Peer Work
- Participate in training opportunities, including Hearing Voices Training
- Engage in regular supervision, mentoring, and reflective practice
- Seek and respond to feedback to support ongoing growth
- Demonstrate commitment to continuous learning and development

Personal Accountability & Safety

- Work in alignment with Uniting's values, policies, and Code of Conduct
- Promote the safety, wellbeing, and inclusion of children, young people, and vulnerable people
- Take responsibility for personal wellbeing, self-care, and safe practice
- Contribute to a positive safety culture by identifying and reporting risks or hazards
- Use resources responsibly and act with integrity and accountability
- Declare conflicts of interest and any risks to safe practice

Position Description
Lived Experience Peer Trainee

Person specification

Qualifications

- Enrolled in (or willingness to enrol in) Certificate IV in Mental Health Peer Work
- Commitment to working towards the qualification during the traineeship

Experience & Knowledge

- Lived experience of mental health challenges, trauma, AOD, or caring roles
- Understanding of recovery-oriented and peer work principles
- Awareness of mental health systems and service use (desirable)

Skills

- Strong interpersonal and communication skills
- Ability to build authentic, respectful, and trusting relationships
- Capacity for self-reflection and openness to learning
- Ability to work collaboratively within a team environment
- Basic digital literacy (e.g. Microsoft Office, Teams)
- Ability to maintain confidentiality and professional boundaries

Personal Attributes

- Emotional resilience and ability to sit with distress and complexity
- Commitment to self-care, wellbeing, and safe practice
- Openness to feedback, growth, and reflective practice
- Inclusive, compassionate, and non-judgemental approach
- Commitment to working with diverse communities, including Aboriginal and Torres Strait Islander people, LGBTQIA+ communities, neurodivergent individuals, and culturally diverse groups

Other Requirements

- Working with Children Check
- Police Check
- Ability to work across sites and/or remotely as required

Core selection criteria

- **Values alignment:** ability to demonstrate and authentically promote Uniting's values.
- **Child Safety:** Demonstrated ability to provide safe environments for children and young people and protect them from abuse and neglect.
- **Empathetic**: Considers diverse views with compassion and understanding.
- **Teamwork**: Ability to work collaboratively showing initiative and flexibility.
- **Computer skills:** Competency in Microsoft Office Suite

We are a child safe organisation

Uniting is a child safe organisation and is committed in everyday practice to ensure the safety and wellbeing of all children, at all times. As a child safe organisation, employment with Uniting is subject to a satisfactory national (and international where relevant) police check and relevant Working With Children Check (and NDIS Worker Screening Check where relevant) to your State prior to commencement of any paid or unpaid work and/or participation in any service or undertaking.

This position description is subject to review and may change in accordance with Uniting's operational, service and consumer requirements.

Acknowledgement

I have read, understood, and accepted the above Position Description

	Employee
Name:	
Signature:	
Date:	

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