



Harm Reduction Victoria (HRVic), Fuse Initiatives, LLE (living/lived experience) Project Worker— (several positions available, part-time between 0.4 FTE (15.2 hours per week) and 0.8 EFT (30.4 hours per week), fixed term contract until 30 June 2027, SCHADS Level 4.1 commensurate with experience.

About Harm Reduction Victoria

Harm Reduction Victoria (HRVic) is a peer-led, not-for-profit organisation. HRVic is a health promotion organisation that is guided by the principle that any drug related harm should be treated as a health issue and not a criminal issue. Our aim is to advance the health and wellbeing of people who use drugs by creating an environment in which individuals are empowered to realise their aspirations, meet their needs and participate fully in society.

Position Context

The LLE Project Worker roles will support the 2024-27 Lived and Living Experience Workforce (LLEW) Development Program. Funded by the Victorian Department of Health, the LLEW Development Program comprises a series of projects that realise authorised, supported and sustainable LLEWs in public mental health, AOD (Alcohol and Other Drug) and Harm Reduction services.

Objective of Position:

The successful candidates will be responsible for developing and supporting various projects, facilitating professional development activities, supporting partner activities, developing evaluation tools, and contributing to HRVic activities. This role requires attention to detail, excellent communication abilities, and the ability to work collaboratively with diverse stakeholders.

The positions will include contributing to various LLEW Development Initiatives. These will be developed alongside similar projects by the Mental Health lived experience peer workforce, Mental Health Family/Carers lived experience workforce, and AOD recovery lived experience peer workforce. We will work on these LLEW Development Program initiatives, individually and as partners.

The projects and workplans will be as agreed upon with the Fuse Initiatives Coordinator.



Core Duties

A. Professional Development

- Co-lead monthly Fuse Network meetings (harm reduction peer workforce community of practice)
- Provide one-on-one support and mentoring to harm reduction peer workforce
- Co-deliver induction packages for every new LLE Harm Reduction peer worker
- Contribute to ongoing development, delivery and evaluation of training and professional development opportunities for HRPWs and their non-peer colleagues.
- Contribute to ongoing consultation and evaluation processes for training and professional development

B. Project Development

- Facilitate/co-facilitate the organisational readiness package to assess an organisation's capacity to support a peer workforce, identifying any tools needed for change management
- Development of a guidance document to accompany the bank of discipline-specific position descriptions
- Participate in promotional activities to expand HR peer workforce
- Stay informed of sector-related workforce development trends and best practices to identify opportunities for enhancing the workforce's talent pool and skill sets
- Support the development and utilization of evaluation tools using the W3 Framework

C. Contribute to HRVic Activities

- Other reasonable tasks as required, including contribution to HRVic's health promotion and administration activities or any other reasonable tasks as directed by the HRVic CEO and/or management, and in collaboration with other HRVic staff
- Contribute positively to HRVic's work culture



Key Selection Criteria

Essential:

1. Personal experience, as a peer, of the key health, social and legal issues that affect people who use illicit drugs.
2. Experience working as a Harm Reduction Peer Worker in a mainstream health service
3. Demonstrated experience in developing training packages and delivering training products for professional development
4. Organisational skills, including the ability to prioritise work, write and deliver on workplans, liaise with partners and meet deadlines in a demanding work environment
5. Demonstrated high level of written and verbal communication skills and a willingness to speak in public.
6. Competent computer skills, including a functional knowledge of Word and Excel, common internet and email applications.

Highly Desirable:

1. Certificate 4 in workplace training and assessment or similar / equivalent qualifications in training and assessment
2. A Victorian driver's license

Application Instructions

If you are interested in this role, please email the following to admin@hrvic.org.au with the subject line: **Fuse Initiatives Project Worker application**

- A CV, resume or summary of your work experience relevant to this role (volunteer work included and valued)
- A cover letter addressing key selection criteria and why you would like to work with us at Harm Reduction Victoria
- Respond to each of the selection criteria. Please keep this to 1500 words. **Applications that do not respond to the selection criteria will not be considered.**
- At least 2 references
- An up-to-date contact number and email address

Applications will be open until Sunday, February 16th, 2025.

Candidates will only be contacted to be offered an interview.



Note: Due to the nature of our funding, we may be required to undertake a Working with Children Check on people likely to work with those under 18 and/or a Police Record Check on potential employees. A police record does not automatically disqualify anyone from working at Harm Reduction Victoria. The nature of the record and its potential impact on the role will be taken into account by the organisation. Please do not let this stop you applying. If you have any queries or concerns about this process, please contact HRVic at admin@hrvic.org.au using the subject line: **“Fuse Initiatives Project Worker enquiry”**.

HRVic is an equal opportunity employer and service provider and is a proud supporter and ally of all communities. We recognise that people who use drugs come from all cultures, all ethnicities, all genders, all economic 'classes' and all mental and physical abilities.