



Position Description: Harm Reduction Peer Workforce Educator

Organisation	Harm Reduction Victoria (HRVic)
Program	Fuse Initiatives
Role	Harm Reduction Peer Workforce Educator
Employment type	Part-time, Fixed Term
Hours	0.8 FTE, 30.4 hours per week
Award	SCHADS Award Level 4, commensurate with experience
Contract period	Ends 30 June 2027

About Harm Reduction Victoria

Harm Reduction Victoria 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 our aspirations, meet our needs and participate fully in society.

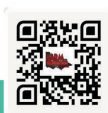
Position Context

The Harm Reduction Peer Workforce Educator 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:

As a contributing team member of Harm Reduction Victoria's Fuse Initiatives Program, this role will be responsible for designing, delivering and evaluating discipline-specific training and education.

Drawing on their personal experience of drug use and professional experience of harm reduction peer work, this role will contribute to building the capability of the harm reduction peer workforce while supporting non-LLEW health workers and community partners to work safely, respectfully, and effectively with people who use drugs.



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Core Duties:

A. Development and Delivery of Training

- Development and delivery of LLE Harm Reduction training in line with the discipline-specific framework.
- Delivery of “Understanding working with Harm Reduction Peer Workers” training for:
 - Colleagues and managers in AOD services.
 - Broader Mental Health and Wellbeing workforce.
- Create accessible training resources, participant manuals and facilitator guides.

B. Workforce Development

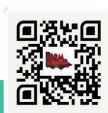
- Development and delivery of responsive professional development sessions for the Harm Reduction Peer Workforce.
- Contribute to planning and delivering Harm Reduction Peer Workforce Annual Forum.
- Undertake annual review and ongoing evaluation processes for training and professional development.
- Contribute to monthly Fuse Network meetings.
- Contribute to the development and delivery of a peer worker mentoring program for the harm reduction peer workforce.
- Provide discipline-specific supervision and support interventions to the harm reduction peer workforce.
- Contribute to promotional activities to expand harm reduction peer workforce.

C. Support Partner Activities

- Co-deliver an organisational readiness training package to support organisations who want to employ a harm reduction peer workforce.
- Actively participate in and contribute to partner activities including the LLE Educator Community of Practice.

D. Contribute to HRVic Activities

- Other reasonable tasks as required, including contribution to Harm Reduction Victoria’s health promotion and administration activities or any other reasonable tasks as directed by the HRVic Coordinators, Programs & Service Manager and the CEO and in collaboration with other HRVic staff.
- Contribute positively to HRVic work culture.



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Key Selection Criteria

Essential:

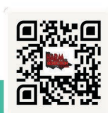
1. Personal experience of drug use and a strong understanding of peer-based practice.
2. A minimum of 3 years' experience working as a Harm Reduction Peer Worker.
3. Completion of TAE40122 Certificate IV in Training and Assessment or equivalent.
4. Demonstrated experience in developing training packages and delivering training products for professional development.
5. Strong organisational skills, including the ability to prioritise work, write and deliver on workplans, liaise with partners and meet deadlines in a demanding work environment.
6. Demonstrated high level of written and verbal communication skills and a willingness to speak in public.
7. A Victorian driver's license and a willingness to travel to deliver training.

Highly Desirable:

1. Demonstrated professional and/or volunteer experience in community development, health promotion, harm reduction or similar disciplines.
2. Experience of group facilitation and formal and/or informal harm reduction-oriented peer education.

Note: Due to the nature of our funding, we are required to undertake a Criminal Record Check and/or Working with Children Check for certain roles. A record check with disclosable outcomes does not automatically disqualify anyone from working at HRVic. Please do not let this stop you from applying. The nature of the record and its potential impact on the role will be considered by the organisation, and HRVic is committed to assist with the review of any checks within the short time frame required. If you have any questions or concerns about this process, please contact Jess Holcombe, HRVic's Finance & Operations Manager, on (03) 9329 1500.

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.



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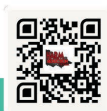
Application Instructions

If you are interested in this role, please email the following to admin@hrvic.org.au with the subject line: **"Harm Reduction Peer Workforce Educator 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 midnight Sunday, 2nd August 2026

Only successful applicants will be contacted for an interview.



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