

Mental Health Peer Cadet

| | |
|------------------------|---|
| position number | iChris |
| status | Part Time, Fixed term (TP) |
| FTE | 0.6 FTE (3 days/week) 2 days a week onsite 1 day a week paid study day (home or office) |
| network | Services |
| agreement | Community Health Centre (Stand Alone Services) Social and Community Service Employees Multi Enterprise Agreement 2022 |
| classification | SACS 2.2 |
| reports to | Program facilitator / Peer Cadet Program Lead |

| | |
|--------------------------------|--|
| 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. |
| what we do | Our work aims to improve the health and wellbeing of our communities and address health and social inequality. |
| our organisation | cohealth is a community health organisation with an ambitious strategic plan. Our mission is to improve health and wellbeing for all and tackle inequality, in partnership with people and the communities they live in. |
| our people | People who work at cohealth are committed to designing and 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 |

mental health peer cadet program overview

The Mental Health Peer Cadetship is a 10-month paid employment opportunity for people with mental health lived experience who are also studying the Certificate IV in Mental Health Peer Work. The program was developed in response to recommendations from the Victorian Royal Commission into Mental Health for more entry level opportunities for people with a lived mental health experience, into Peer work. cohealth is one of nine community organisations participating in the cadetship and since the program's inception in 2022, we've seen 8 cadets graduate,

What is peer work

Mental Health Peer workers are individuals who identify as having a lived or living experience of mental health challenges or psychological distress. Peer workers are employed to work within a specific discipline, in varying roles and programs and are representative of the people we work with in our communities. Lived experience expertise can create a shared understanding of stigma and barriers, can inspire hope, foster transparency, curiosity, trust and respect. These foundations can establish connections in working towards meaningful client goals.

position overview and purpose

Whilst receiving mentorship and support from lived experience staff within one of our mental health programs, cohealth Mental Health Peer Cadets will develop knowledge, skills, practical placement experience and build confidence in a structured and supported environment. Throughout their employment, cadets will receive individual support, inclusive of mentoring, coaching, reflective practice, community of practice and group consumer supervision.

Mental Health Peer Cadetship outcomes

Mental Health Peer Cadets will develop the skills to bring lived/living experience into practice in a safe, respectful and supported way. Cadets will:

- Grow their understanding, experience, and knowledge in relation to working in a community service and gain an in-depth insight into the workings of how different service programs work together.
- Work and learn with/from experienced peer workers in all areas they are able to
- Gain an understanding of the many areas that peer support workers can practice in
- Undertake supervised and supported practical activities
- Undertake required placement activities to support the completion of the Cert IV Mental Health Peer Work
- Develop an understanding, gain experience and knowledge and begin to grow a professional, social, and peer network.

Placement opportunities at cohealth

At cohealth, we can offer a range of placement opportunities inclusive of programs that specialise in youth, residential, community-based outreach and Mental Health and a Wellbeing Local, with sites across the inner and outer west of metropolitan Melbourne. Within these programs, we have both Peer Worker roles and Peer Recovery Coach roles.

Our programs include:

Brimbank Mental Health and Wellbeing Local

Free mental health and wellbeing treatment, care and support for people aged 26 and over. Brimbank Mental Health and Wellbeing Local services make it easier for you to access the support you need, closer to home and to your families, carers and support networks. The Brimbank Mental Health and Wellbeing Local is delivered by cohealth in collaboration with Clarity Health Care and University of Melbourne. Service details
Brimbank Mental Health and Wellbeing Local services offer: treatment and therapies, person-centred wellbeing supports, education, peer worker support and self-help, client-led care planning and coordination with other service providers support with drug dependence. The Brimbank Local is situated in Sunshine.

Commonwealth Psychosocial Support (CPS)

Consists of North-Western Melbourne Primary Health Network funded mental health community and home-based outreach support in the Western metropolitan region of Melbourne.

Support is offered via a recovery support coaching model in collaboration with program participants to enhance their capacity, confidence and connectedness to community and relevant supports. Goals are typically around managing mental health, social connectedness, learning or relearning skills in daily living, physical health goals, educational or vocational goals, applying for the NDIS and a range of other goals. CPS has offices in Werribee, Melton and Footscray.

Early Intervention Psychosocial Support Response (EIPSR)

The Early Intervention Psychosocial Support Response (EIPSR) team works in an integrated way with public clinical mental health services providing wellbeing (psychosocial) and peer supports to clients of Orygen, Western Health and Melbourne Health Mental Health & Wellbeing Services. EIPSR provides community and home-based recovery-oriented support that is consumer-led and addresses the social determinants of mental health so that consumers can live a fulfilling, meaningful and autonomous life. Staff are colocated with clinical mental health at situated in Orygen Parkville & Sunshine, Melbourne Health Moonee Ponds and Western Health Sunshine & Melton.

Youth Residential Recovery Program (YRR)

Recovery support and accommodation for young people aged 16-25 who are experiencing mental health concerns. YRR provides a home for young people where they can be themselves and work on their recovery goals in a supported, inclusive environment.

Young people live in a private room, in a shared house for up to 12 months while engaging in recovery-focused mental health support. YRR programs are situated in St. Albans (9 beds), Essendon (7 beds) and Reservoir (8 beds) and are staffed 7 days a week 8am-7pm.

Youth Outreach Recovery Service (YORS)

Working closely with YRR, YORS provides recovery-focused community and home-based outreach support for young people aged 16-24 across the western and northern metro areas of Melbourne. Staff are situated in St. Albans, Essendon, Werribee and Reservoir.

Cadets may have the opportunity to complete a short-term placement within our Forensic MH, Homelessness and/or Alcohol and Other Drugs programs. This will be guided by the successful applicant to enhance their experience and areas of interest.

key accountabilities

| | |
|---|---|
| learning, engagement and peer development | <ul style="list-style-type: none"> • Engage in and have Initiative to develop, complete learning goals and tasks as part of the program • Demonstrate curiosity, willingness to learn and contribute to the program • A willingness to draw on your own mental health challenges and draw upon your wellbeing journey to create connections with others where appropriate • Build and maintain respectful and dignifies peer relationships • Actively participate in team and cadet meetings, coaching, mentoring and supervision • Maintain a commitment to practice self-care and self-reflection • Shadow peer mentors in designated placement programs in various settings |
| culture and teamwork | <ul style="list-style-type: none"> • Champion cohealth's culture to promote teamwork, employee development and empowerment in order to foster a culture of high performance and a workforce which demonstrates behaviours consistent with cohealth's values. |
| quality and continuous improvement | <ul style="list-style-type: none"> • 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, in particular the [network name] Network, and ensure compliance with documented procedures and processes. |

health & safety compliance

- 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

- Enrolled in Certificate IV in Mental Health Peer Work (Proof Required)
- Commitment to a 10-month employment contract / 3 days per week across various sites within Western/Northern Melbourne
- A lived experience of utilising the mental health service system and experiencing an episode of recovery and healing with an interest in pursuing a career in mental health peer work
- Working with Children's Check (WWCC)
- Nationally Coordinated Criminal History Check (NCCCHC)
- Victorian Driver's License
- Immunisation Category B to be produced for sighting upon request

key selection criteria

- An understanding of mental health peer work
- A commitment to actively participate in all aspects of the program including theoretical components, practical skill development and organisational and workplace expectations,
- Demonstrate initiative to develop, complete learning goals and tasks,
- Ability to build supportive peer relationships that promote hope, respect, and dignity
- Willingness to be curious, self-reflective and engaging,
- Good communication and computer skills
- Active participation in team meetings, mentoring, and supervision as required
- An understanding of the importance of practicing self-care
- Strong belief and personal alignment in cohealth Values and Mission

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.

| | |
|---------------------|------------------|
| document No: | |
| owner: | Snezana Ginovski |
| review date: | 22/5/2026 |
| approved by: | |