



## KWY Aboriginal Corporation Job Description

### 1. Role Details

Job Title	Peer Support Worker
Start Date	As negotiated
Program	Kids Hub (Consortium)
Location	Based at GP Plus site (Marion)
Salary	SCHADS 4.1- 4.4
Job Status	Full-time (as negotiated)
Reports to	Kids Hub SEWB Lead and KWY Program Coordinator

### 2. Role Context

#### **About KWY:**

KWY is a leading Aboriginal Community-Controlled organisation in South Australia, committed to Creating a Space for Change for Aboriginal families and communities.

Since 2011, KWY has worked to break the cycle of domestic violence, promote safety for women and children, and reduce Aboriginal children in the child protection system through a specialised suite of programs focused on empowering families through culturally grounded support and healing.

Supporting over 1,800 families annually and growing, KWY offers a dynamic and values-driven work environment where your contributions make a real impact. Join our inclusive, collaborative team and help drive meaningful change.

#### **About Kids Hub:**

KWY Kids Hub, is a consortium Kids Hub consortium is a collaborative partnership of agencies that jointly govern and deliver Head to Health (H2H) Kids Hub services across Northern and Southern Adelaide. The consortium shares responsibility for governance, funding, clinical and cultural leadership, evaluation, and community engagement to provide equitable, accessible, and culturally responsive mental health and wellbeing services for children aged 0–12 years and their families.

Kids Hub provides early intervention, mental health and wellbeing support for children (0–12 years) and their families. Delivered by multidisciplinary teams, the service offers culturally safe, family-centred care



through individual and group-based therapeutic programs. The aim is to improve mental health and social and emotional wellbeing outcomes, reducing the need for acute care.

### **Key Features of the Program**

- High-quality, culturally safe care tailored to child and family needs and support.
- Accessible, no-cost services with simple referral pathways.
- Integration and collaboration with local services for seamless navigation and continuity of care.
- Flexible delivery options and specialist approaches to engage families of focus.
- Strong partnerships with community services to complement existing supports.

### **About the position:**

The Peer Support Worker at Kids Hub will use their personal and shared experiences of supporting someone through mental health challenges and recovery to connect with children, young people, and families accessing the Head to Health, Kids Hub. This role is grounded in a strengths-based, recovery-oriented approach, serving as a positive role model for individuals navigating mental health difficulties. Working collaboratively with Kids Hub staff and consortium partners, the Peer Support Worker will contribute to the delivery of holistic, person-centred care.

Drawing on lived experience of mental health challenges, the Peer Support Worker will:

- Foster hope, inspiration, and empowerment to support recovery.
- Help reduce stigma surrounding mental health.
- Build mutual and reciprocal relationships with people accessing the service.
- Share collective wisdom to benefit both individuals and staff.

## **3. Essential Criteria**

- Knowledge of key issues affecting Aboriginal and Torres Strait Islander peoples, including socio-economic disadvantage, health, education, housing, justice, and the impacts of past policies.
- Strong understanding of Aboriginal and Torres Strait Islander cultures, community practices, and family obligations, including variations in child-rearing approaches.
- Sound knowledge of Aboriginal and Torres Strait Islander social and emotional wellbeing frameworks.
- Ability to purposefully and safely draw on own or family's lived experience to support children and families.
- Understanding of recovery-oriented and strengths-based practice for Peer Workers.
- Capacity to maintain professional boundaries, including safe and mindful self-disclosure.
- Person-centred approach that promotes hope, mutuality, empowerment, and authenticity.
- Experience working in a fast-paced environment.
- Experience in child-friendly health care, education, or youth mental health settings (desirable).
- Ability to listen with empathy and support families to find their own solutions.
- Strong collaborative skills to work effectively with children, families, and multidisciplinary teams.
- Sound verbal and written communication skills.
- Effective time management and workload prioritisation.
- Willingness to engage in supervision, training, and reflective practice.



- Ability to actively utilise and promote self-care strategies.
- Understanding of mental health and broader healthcare systems.
- Knowledge of confidentiality and professional principles.
- Proficiency in Microsoft Office and experience with client management systems.
- Commitment to KWY, Sonder and Consortium values:
- Demonstrated commitment to diversity, inclusion, and creating safe environments for all.
- Ability to interpret relevant legislation, policies, and procedures to ensure safe, quality care.

**Special conditions:**

- Certificate IV in Mental Health Peer Work (or equivalent), or willingness to obtain.
- Current South Australian Driver’s License and access to a reliable vehicle (travel within SA or interstate may be required; mileage reimbursed per award).
- Ability to obtain and maintain mandatory clearances, including National Criminal History Check (Police Clearance), Working with Children Check (WWCC – must be current at application), Working with Vulnerable People Check, and additional checks may be required during onboarding.
- Compliance with SA Health Category B vaccination requirements (Diphtheria, Pertussis, MMR, Varicella) and willingness to maintain currency. Strongly recommended vaccinations include Polio, Hepatitis A & B, and Seasonal Influenza.
- Willingness to work occasional out-of-hours shifts (penalty rates apply per award and policy).

**4. Desirable Characteristics**

**5. Roles and Responsibilities**

Direct Service Work	<ul style="list-style-type: none"> <li>• Act as the first and last point of contact for children and families, assisting with their care journey at Kids Hub.</li> <li>• Provide psychosocial, non-crisis peer support to children and families grounded in recovery principles.</li> <li>• Offer led, tailored support aligned with care plans and existing supports.</li> <li>• Use lived experience safely and purposefully to foster hope, empowerment, and engagement.</li> <li>• Build rapport and engagement with children and families who would benefit from peer support.</li> <li>• Model self-care and positive mental health strategies.</li> <li>• Establish and deliver group interventions/support programs.</li> <li>• Help families navigate Kids Hub services and external mental health and wellbeing pathways.</li> </ul>
---------------------	--



	<ul style="list-style-type: none"> <li>Clearly articulate and demonstrate the distinctive peer role that complements clinical care.</li> </ul>
Administration & WHS	<ul style="list-style-type: none"> <li>Maintain accurate records and prepare program reports in line with KWY policies and standards.</li> <li>Manage administrative tasks including timesheets, travel logs, expenses, petty cash, and mobile usage within approved budgets.</li> <li>Support development of training procedures and contribute to office management as required.</li> <li>Participate in regular supervision, professional development, and training activities.</li> <li>Practice effective self-care and adhere to all safety and WHS procedures, including taking reasonable care for own and others' health and safety, ensuring actions do not compromise workplace safety, and cooperating with WHS requirements (e.g., Fire/Emergency Warden duties).</li> </ul>
Team Member	<ul style="list-style-type: none"> <li>Contribute to a positive, collaborative team environment by maintaining professional boundaries, confidentiality, and open communication.</li> <li>Manage workload effectively, complete tasks on time, and take responsibility for own work.</li> <li>Participate in regular staff meetings, supervision, training, and professional development, while practicing effective self-care and adhering to safety and WHS procedures.</li> <li>Embrace diversity and cultural inclusion, seek cultural consultation when needed, and attend cultural supervision.</li> </ul>
Agency Representation and Community Development	<ul style="list-style-type: none"> <li>Represent the program in a professional manner.</li> <li>Acquire a working knowledge of other agency roles and mandates.</li> <li>Contribute to community development and programs in the local area that are relevant to the client group.</li> </ul>
Stakeholder Engagement	<ul style="list-style-type: none"> <li>Represent the program professionally in all interactions, meetings, and community engagement events.</li> <li>Support community development initiatives and programs relevant to the client group.</li> <li>Deliver presentations and participate in events as directed, promoting the service and its values.</li> </ul>



	<ul style="list-style-type: none"><li>• Undertake specific tasks allocated by your Line Manager relating to the promotion of the service and the enhancement of the partnership between the team and key stakeholders.</li></ul>
Reporting & Contribute to Culture	<ul style="list-style-type: none"><li>• Complete accurate documentation and high-quality reports in line with organisational policies, including client records, data management systems, and event attendance.</li><li>• Uphold confidentiality, ethical practice, and compliance with all policies, procedures, and relevant legislation.</li><li>• Actively participate in creating a safe, inclusive, and culturally respectful workplace, embracing diversity and Aboriginal cultural practices.</li><li>• Seek cultural consultation and attend cultural supervision as required.</li><li>• Identify personal learning needs, provide feedback on service gaps, and contribute to quality improvement initiatives.</li><li>• Maintain open communication with line management and support a positive, collaborative team environment.</li></ul>
<b>6. KWY Staff are required to work in accordance with the legislative and professional requirements including:</b>	
<ul style="list-style-type: none"><li>• Children and Young Persons (Safety) Act 2017.</li><li>• South Australia Mental Health Act 2009.</li></ul>	