



Peer Worker Family Connections



Who we are

Micah Projects is a community based, not-for-profit organisation with a vision to create justice and respond to injustice at the personal, social, and structural levels in church, government, business, and society.

Micah Projects subscribes to the principle of non-discrimination that seeks to guarantee that human rights are exercised without discrimination of any kind based on race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth, or other status such as disability, age, marital and family status, sexual orientation and gender identity, health status, place of residence, economic and social situation.

We believe that every adult and child has the right to a home, an income, healthcare, education, safety, dignity, and connection with their community of choice.

Work Health and Safety

Everyone has a right to feel safe at work, and Micah Projects is committed to minimising the risk to any staff member, student, volunteer, contractor, consultant, and Board Member within the organisation. We work collectively to comply with the *Work Health and Safety Act 2011*.

What we do

Micah Projects works to break down barriers that exclude people from housing, healthcare, employment, and meaningful connections, and to give people a voice.

We support individuals and families including children to resolve crisis, break social isolation, have a home, access health and community services, and build a community.

We provide a range of support and advocacy services to individuals and families according to their needs. We ensure the immediate needs of participants are met in a supportive, informed, safe, and respectful manner.

Equal Opportunity

Micah Projects is an equal opportunity employer and promotes access to employment to individuals from a diverse range of social and cultural groups. We acknowledge the First Peoples of Australia as the traditional owners of this land and support their right to self-determination and cultural expression. We recognise that Brisbane is a diverse community and acknowledge the needs of individuals, families and communities relating to age, gender, disability, sexuality, and economic status.

Working together:

It is important to Micah Projects that people feel welcome, have choices, and do not experience discrimination when working with Micah Projects. It is our aim to work with participants, each other, and our partners to respectfully share knowledge, ideas, resources, and skills in order to improve the service for the people we support, and the people who work as part of Micah Projects.

Child Safe and Vulnerable Adult

Safeguarding Children and young people are entitled to live in a caring and nurturing environment and to be protected from harm and exploitation. Micah Projects is a child-safe and child-friendly organisation that prioritises the safety and wellbeing of children and young people. We actively provide guidance for management, staff, and others in identifying and responding to concerns about the abuse or neglect of a child or young person in contact with the organisation. We extend these principles to create safe services for all participants we work with.

Micah Projects commitment to vulnerable and marginalised populations

Micah Projects Vision and Mission articulate our commitment to actively engaged with people who are marginalised, vulnerable and in many situations present with challenging behaviour.

Working in Micah Projects you are expected to proactively support this vision and mission whilst balancing the needs of staff to work in a supportive and safe environment.

To do this we actively work together to ensure that staff have the skills and knowledge to understand that many people who access our services do not have the ability to always regulate their emotions. This often occurs when they are frustrated, do not understand what options they have, and are impacted on by substance use or alcohol. The consequences result in staff being exposed to in appropriate and challenging situations which we are committed to providing training and support to problem solve and ensure services can be maintained.

Micah Projects actively wants to adapt a shared responsibility approach for creating a resilient culture whilst providing services to our most vulnerable participants. This requires self-awareness and a proactive approach within our organisational systems. We support staff in understanding the approach and context in which we work. We encourage staff to communicate their needs within this environment and a willingness to engage in problem solving strategies whilst providing support to participants.

Micah Projects provides outreach service in the community, centre-based services and services via phone. Our goal is to always disarm people with courtesy, respect and clear communication recognising that we may not always get it right and will learn from our participants when necessary. We recognise that many participants of Micah Projects have long histories of trauma from childhood and as adults. Whilst this is not an excuse for behaviours that are threatening to others, it is also an opportunity for participants to learn alternative ways of meeting their needs. This is how we implement a trauma informed and sensitive approach to our work.

We are committed to providing a culture of wellbeing and safety for our staff. Employees can access support and guidance internally and externally, as outlined in our Wellbeing Guide.

Position Overview

Position Title	Peer Worker	Team	Family Connections
Reports to	Team Leader	Line Manages	N/A
Classification/Award	Level 2 SCHADS 2010	Talkin	Team Leader
Based at	Hawthorne or Caboolture	Backup when absent?	Team

Family Connections: Keeping Children Safe and Well – Australian Clinical Trial

Family Connections is an approach developed and tested over more than 25 years in the USA. The program is grounded in prevention and intervention practices with a focus on supporting families to reduce risk factors and increase protective factors in the family environment. At its core, *Family Connections* is a strength based, systems orientated approach, offering in-home family support, that utilises evidence-based assessment tools to identify needs and outcome driven service plans.

Position Description

As the Peer Support Worker, you will...

Draw on your lived experience as a parent who has accessed or experienced barriers to receiving community, health and human services, to work as part of the Family Connections team providing a strengths based approach.

Key Responsibilities

- Work as part of the Family Connections team to facilitate parents' and children's progress through the program including:
 - Talk about the Family Connections program to families and gather new referrals to the program where appropriate
 - Support parents in their parenting role by developing a connection and rapport which facilitates building trusting collaborative relationships between families and the Family Connections team.
 - Work collaboratively with families to navigate relevant service systems by providing information, timely linkages with the Family Connections workers and referrals to other services as needed
 - Assist and support families to advocate for their rights, raise issues and concerns and to have a voice in the decisions that impact their lives.
 - Providing practical assistance to families (sometimes with another member of the Family Connections team) eg. Home visits, in home support or facilitate access to resources and information. Transporting/attending appointments.
- Contribute to demonstrating parents' progress through the program, for example by **writing notes, detailing experiences, or completing forms** when required.
- Work as a **collaborative member of the multidisciplinary team** including demonstrate a high level of teamwork, participate in team meetings, attend group/one-to-one supervision and training as required, and communicate reflecting the values of the organisation

Team Engagement

- Promote a culture of respect, safety, and trauma informed approaches.
- Contribute to an effective and supportive team environment ensuring a shared understanding of the vision, mission, values, and principles.
- Facilitate a culturally safe workplace.

Professional Practice

- Commitment and contribution to a safe workplace as per the Work Health and Safety Act 2011, including compliance.
- Assist Team Leader to undertake administrative, practice and quality requirements in Micah Projects systems.
- Participate in all supervision and professional development as requested and to provide input into individual professional development plans.
- Provide high level professionalism, sensitivity, and responsiveness to the needs of internal and external people/partners.
- Perform other relevant duties as assigned.

Stakeholder Engagement

This position as part of a team engages with the following organisations:

- Child Safety
- Department of Housing
- Childcare / Education Providers
- Health Services

Collaboration within the Cluster and across Micah Projects Clusters and initiatives may include:

- Organisational Services
- Other Micah Projects Teams

Criteria and Conditions

Criminal History Screening	<input type="checkbox"/> National Police Certificate	<input checked="" type="checkbox"/> Blue Card
	<input type="checkbox"/> Yellow Card	<input type="checkbox"/> AHPRA Registration
Driver's License	<input checked="" type="checkbox"/> Essential	<input type="checkbox"/> Desirable
Travel	<input checked="" type="checkbox"/> Essential	<input type="checkbox"/> Desirable
Assets Provided	<input checked="" type="checkbox"/> Work Computer	<input checked="" type="checkbox"/> Work Phone
	<input checked="" type="checkbox"/> Pool Vehicle	<input type="checkbox"/> Packaged Vehicle

Essential

- Relevant certificate, diploma or tertiary qualification and extensive experience, or a combination of experience, expertise, and competence.
- Knowledge of or ability to rapidly acquire knowledge of relevant legislation and regulations specifically; The Domestic and Family Violence Protection Act 2012 Section 5A Information Sharing, The Child Protection Act 1999; and an understanding of the Family Law Act.
- Demonstrated ability to work and creatively engage young people with complex needs and trauma related behaviours.
- Demonstrated experience of interventions with young people and families

General Conditions

- All employees are to practice the values of Micah Projects as outlined in the Code of Conduct.
- Appointment to this position will be subject to a criminal history check as outlined in the organisational Criminal History Screening Policy. All employees are required to cover the cost of this.
- All employees are to have valid working rights in Australia.
- All employees must utilise Micah Projects systems to facilitate the quality of the organisation's work and services. This includes, but is not limited to, Microsoft Office suite, Quality, Human Resource, Finance, Data, and Case Management Systems.
- Employment in this position is subject to continued funding.
- Employment may involve work or training outside of normal business hours.
- All employees will comply with Workplace Health and Safety legislation as outlined in organisational policy and procedures.
- All employees are required to engage in support and coaching through the organisational performance development system.

Acknowledgement

I have read this Position Description and understand the requirements and responsibilities of this position as part of my employment with Micah Projects

Employees Name _____

Signed _____

Date _____

Document History	Version Number	01
Original Date	Revised Date	January 2025

▪