

Position Description

Peer Support Group Facilitator- Lived Experience

Classification:	Lived Experience Worker- Consumer: Level 2 (Year 1-4) or Level 3 (Year 1-4) depending on experience (MP32-36)
Business unit/department:	Northern Centre Against Sexual Assault (NCASA)
Work location:	Austin Hospital <input type="checkbox"/> Heidelberg Repatriation Hospital <input checked="" type="checkbox"/> Royal Talbot Rehabilitation Centre <input type="checkbox"/> Other <input type="checkbox"/> (please specify)
Agreement:	Victorian Public Mental Health Services Enterprise Agreement 2020-2024
Employment type:	Fixed-Term Part-Time
Hours per week:	7.6
Reports to:	NCASA Manager
Direct reports:	none
Financial management:	Budget: N/A
Date:	April 2026

Austin Health acknowledges the Traditional Custodians of the land on which we operate, the Wurundjeri Woi Wurrung People of the Kulin Nation. We pay our respects to Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples.

Position purpose

The Peer Support Group Facilitator will co-design and deliver peer-led support groups for individuals impacted by sexual assault. This role focuses exclusively on group facilitation, creating safe, inclusive spaces where participants can share experiences, foster connection, and build resilience.

The facilitator will draw on their lived experience to provide hope and validation, while maintaining professional boundaries and adhering to trauma-informed principles. The role contributes to program development through co-design initiatives and continuous feedback from participants.

Facilitators will be supported through regular individual supervision and peer group supervision, ensuring reflective practice, wellbeing, and high-quality service delivery.

About the Directorate/Division/Department

The Northern Centre Against Sexual Assault (NCASA) is a specialist service within Austin Health that provides counselling, advocacy, and support to people who have experienced sexual assault, as well as their families and support networks. NCASA operates within a trauma-transformative, intersectional feminist framework that prioritises safety, empowerment, and recovery.

Our services include crisis response, individual counselling, group programs, and community education. We work collaboratively with health, legal, and community sectors to ensure survivors receive comprehensive, respectful, and timely support. NCASA is committed to diversity, inclusion, and culturally safe practice, recognising the unique needs of Aboriginal and Torres Strait Islander peoples, people from culturally and linguistically diverse backgrounds, and LGBTQI+ communities.

Position responsibilities

- Plan and facilitate peer support groups for people impacted by sexual assault, ensuring sessions are safe, inclusive, and trauma transformative.
- Share lived experience purposefully to foster empowerment and hope within group settings.
- Collaborate with NCASA counsellor advocates and program staff to align group content with client needs and organisational values.
- Maintain professional boundaries and ensure the distinction between peer facilitation and therapeutic roles.
- Participate in supervision (individual and peer group) and professional development activities.
- Contribute to evaluation and improvement of group programs through participant feedback and co-design processes.
- Maintain accurate records of group attendance and session summaries using Austin Health systems.
- Promote awareness of peer support within NCASA and the broader community.

Selection criteria

Essential skills and experience:

- Lived Experience: Personal experience of sexual assault and recovery, with stability and readiness to support others.
- Group Facilitation Skills: Ability to lead and manage group dynamics in a safe and inclusive manner.
- Understanding of Peer Work: Knowledge of peer support principles and trauma-informed care.
- Communication Skills: Strong interpersonal skills, empathy, and cultural sensitivity.
- Self-Care and Boundaries: Commitment to maintaining wellbeing and professional boundaries.
- Team Collaboration: Ability to work effectively within a multidisciplinary team.
- Commitment to Diversity: Understanding of intersectionality and the impact of sexual violence across diverse communities.
- Current Working with Children Check and Police Check.

Desirable but not essential:

- Certificate IV in Mental Health Peer Work or Intentional Peer Support training desirable.

Quality, safety and risk – all roles

All Austin Health employees are required to:

- Maintain a safe working environment for yourself, colleagues and members of the public by following organisational safety, quality and risk policies and guidelines.



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We bring
our best



Together
we achieve



We shape
the future

- Escalate concerns regarding safety, quality and risk to the appropriate staff member, if unable to rectify yourself.
- Promote and participate in the evaluation and continuous improvement processes.
- Comply with the principles of person-centered care.
- Comply with requirements of National Safety and Quality Health Service Standards and other relevant regulatory requirements.

Other conditions – all roles

All Austin Health employees are required to:

- Adhere to Austin Health’s core values: *our actions show we care, we bring our best, together we achieve, and we shape the future.*
- Comply with the Austin Health’s Code of Conduct policy, as well as all other policies and procedures (as amended from time to time).
- Comply with all Austin Health mandatory training and continuing professional development requirements.
- Provide proof of immunity to nominated vaccine preventable diseases in accordance with Austin Health’s immunisation screening policy.
- Work across multiple sites as per work requirements and/or directed by management.

General information

Cultural safety

Austin Health is committed to cultural safety and health equity for Aboriginal and/or Torres Strait Islander People. We recognise cultural safety as the positive recognition and celebration of cultures. It is more than just the absence of racism or discrimination, and more than cultural awareness and cultural sensitivity. It empowers people and enables them to contribute and feel safe to be themselves.

Equal Opportunity Employer

We celebrate, value, and include people of all backgrounds, genders, identities, cultures, bodies, and abilities. We welcome and support applications from talented people identifying as Aboriginal and/or Torres Strait Islander, people with disability, neurodiverse people, LGBTQIA+ and people of all ages and cultures.

Austin Health is a child safe environment

We are committed to the safety and wellbeing of children and young people. We want children to be safe, happy and empowered. Austin Health has zero tolerance for any form of child abuse and commits to protect children. We take allegations of abuse and neglect seriously and will make every effort to mitigate and respond to risk in line with hospital policy and procedures.



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