

Position Title	PEER WORKER	
Employee	NAME	
Organisation Purpose & Ambition	<p>Enabling the wellbeing of all male survivors of sexual violence</p> <p>Building a sustainable national network of appropriate, high-quality support service for male survivors in Aotearoa</p>	
Position Purpose	<p>To work with the [Organisation Name - ON] Board of Trustees, staff and volunteers to develop and sustain effective peer-support and other appropriate support services for the male survivor community in [Organisation Geographical Area] and contribute to the delivery of the outcomes implicit in the ON purpose and ambition statements and as defined from time to time in ON's strategic agenda.</p> <p>To assume particular responsibility for.... [specific and particular focus of the role if any]</p>	
Reporting Structure	Manager:	Reporting Manager Position Title
	Peers:	Peer-workers, volunteers [Modify as required]
	Direct Reports:	Position Titles [As applicable]
Key Relationships	Internal:	Trustees, staff including volunteers, contractors and consultants; [Include others as appropriate]
	External:	Male survivor clients and community at large; ON Management and staff, sponsors and funders, suppliers; Peer workers from other MSA Member Organisations.
Delegations & Authorities	Delegation Level	[Reference] – <i>ON Delegations Framework</i>

ROLE DEFINITION

Please Note: This position definition does not describe the detailed activities to perform this role. This is to encourage flexible work practices and to accommodate changes in the balance of activities in line with the needs of the organisation.

Organisation Outcomes	Position Activities	Performance Indicators (Outcomes)
Developing and sustaining an effective and high-quality intentional peer support services for the local male survivor community	Work effectively with ON management and staff to ensure the availability of a high-quality intentional peer support service, with access to appropriate referral services and support the development of other support services ¹ for male survivors	Feedback from clients and service records indicate a high level of satisfaction with the range of supports services offered
	Maintain accurate and timely records of all service contacts with male survivors as required in peer support guidelines and Government contractual requirement	Review of case management records and funding reports confirms accurate records maintained
Growing the active male survivor client base and support services uptake in the Bay of Plenty	Assist and enable ON management and staff to develop an effective presence for ON within the [Geographical Area] and to build relationships with other service providers to encourage and influence male survivors to seek out ON services	Feedback from manager and staff together with client numbers and contact hours plus referrals confirm effective participation
Developing a positive, enabling and inclusive organisational culture and safe operating environment	Work effectively with ON management and staff to ensure that ON offers culturally appropriate services and that the service environment is culturally inclusive with appropriate referral and support services for Tangata Whenua	Feedback from Tangata Whenua and clients of diverse cultures and ethnicities confirm culturally sensitive interactions
	Ensure personal wellbeing through effective supervision and mentoring and contribute to the maintenance of a safe and healthy working environment	Reviews confirm supervision and mentoring arrangements in place and OHS policy adherence

¹ The range of support services to be offered by ON will be determined by the Board of Trustees

Organisation Outcomes	Position Activities	Performance Indicators (Outcomes)
	Always operate in a manner that is consistent with the Male Survivors Aotearoa operating principles	Feedback from colleagues, clients and stakeholders confirms positive and enabling participation in ON culture

Male Survivors Aotearoa | Operating Principles

Purposeful Always 'on purpose': putting male survivors first and always seeking ways to improve their wellbeing.

Professional Always ethical, open and honest; acting authentically with integrity and without judgement, always aspiring to the highest standards of professional practice.

Collaborative Always collegial: building meaningful relationships based on mutual value, trust & respect and working together to achieve our ambition for the future

AGREEMENT

I agree to contribute positively to the ON organisation by collaborating effectively with the ON community to perform the role described in this role definition competently and working diligently to achieve the role outcomes.

_____ /_____/_____

NAME – Peer Worker

CRITICAL SELECTION CRITERIA [sample only]

- ✓ Demonstrable capability and relevant experience in facilitating peer support services with an appreciation of Intentional Peer Support principles and practice highly desirable;
- ✓ Interest in, and empathy for, the care of people who have suffered sexual assault/abuse with demonstrable services experience within the social services and/or sexual violence sector an advantage;
- ✓ Effective leadership and people management skills;
- ✓ Demonstrable and relevant experience in working with teams and groups highly desirable and some experience in organisations dealing with different cultural groups an advantage;
- ✓ Good oral and written communication skills with demonstrable experience in report and/or submission writing an advantage;
- ✓ An effective problem solver with excellent collaborative and relationship management skills;
- ✓ Good planning and organisational skills;
- ✓ Effective public presentation skills;
- ✓ Computer literate in all MS systems with knowledge of case management systems and advantage.