

Position Description

Position Title: LGBTQIASB + Counsellor

NTAHC is the key non-government organisation working in the area of Blood Borne Viruses (BBVs), education and support in the Northern Territory.

Our vision is to eliminate the transmission of BBVs in the Northern Territory through support, advocacy and ending stigma and discrimination.

Our Diversity Statement:

NTAHC welcomes, celebrates and respects diversity, and we actively promote equity and inclusion for all its employees, volunteers and priority populations. We do not tolerate discrimination based on sexuality, gender identity, bodily autonomy or gender expression.

Position Context

The LGBTQIASB+ counsellor at NTAHC works as a part of the Living Well team. The LGBTQIASB+ counselling service is a confidential, free-of-charge mental health and wellbeing service across the Northern Territory.

NTAHC has offices in Darwin, Palmerston and Alice Springs. This position will be located primarily in Darwin but travel to other locations may be required.

Occasional work outside normal office hours may be required.

The Role

Counsellor

Salary

Health Professional and Support Services Award 2020 Level 3
0.8 FTE - (30.4 hours)

Primary Objective:

To provide counselling services, peer and group work, resource building, referrals, and advocacy for people of diverse sexualities and genders. This position involves supporting clients across a range of presentations with low to moderate needs, including, mental health and wellbeing, trauma, gender affirmation, neurodivergence, disability, and general healing/wellbeing support. Service delivery is conducted Territory wide via face to face in Darwin and telehealth, dependent on client preference and location.

Key Duties and Accountabilities

- Provide accessible, culturally appropriate counselling services to the LGBTQIASB+ people across the Northern Territory, via a combination of face-to-face and telehealth modalities.
- Deliver counselling sessions, with capacity to increase in line with demand, available funding, and workforce.
- Be responsive to the needs of our priority cohorts, including trans and gender diverse people; LGBTQIASB+ community members who have intersecting identities.
- Facilitate group activities, that promote connection, identity, and social and emotional wellbeing for LGBTQIASB+ communities. Delivery will remain flexible in format and frequency to respond to community need, including online and regional access
- Contribute to improving access to accurate, relevant, and culturally appropriate information for LGBTQIASB+ communities in the Northern Territory, including development and maintenance of co-designed resources, NT-specific information, and clear referral pathways.
- Participate in external clinical supervision, LGBTQIASB+ team meetings, general staff meetings, quality improvement and professional development activities.
- Monitor and report on service delivery, including service utilisation, referral pathways, and access (including wait times), participation and engagement trends, and community feedback. Report on key trends, emerging needs, and cohort-specific outcomes, and demonstrate how these inform continuous improvement and adjustments to service delivery.
- Establish and maintain networks with stakeholders across Government, the NGO sector and other services and stakeholders to facilitate client referrals and care pathways, advocating on behalf of clients where necessary and appropriate.
- Report all mandatory data into the Primary Mental Health Care Minimum Data Set (PMHC-MDS).

Eligibility

- Satisfactory Working with Children Check
- Satisfactory National Criminal Record Check
- Hold current full NT driver's licence
- First Aid and CPR certification

- Hold Australian citizenship, permanent residence, or proof of eligibility to work in Australia

Qualifications

Bachelor and/or master's qualification in counselling, psychotherapy, social work or psychology that meets professional registration requirements.
You'll hold a current registration with, or be eligible for registration with one of the following:

- PACFA – Clinical Registration
- ACA – Level 3 or above
- AASW – Full Membership
- AHPRA – General Registration as a Psychologist

Skills and Experience Essential

- Demonstrated commitment to inclusive practice and the rights of people with from the LGBTQIASB+ communities
- Demonstrated understanding of the systemic and social issues facing Aboriginal and Torres Strait Islander peoples and culturally and linguistically diverse communities, including brotherboys and sistergirls.
- Demonstrated experience of working within a trauma informed framework, competence in the provision of a range of interventions, including therapeutic counselling and in the application of relevant theories and methods and models of practice.
- Demonstrated ability to independently manage client intake, assessment, treatment planning, and ongoing care for caseload.
- Ability to recognise and respond appropriately to escalating client needs, including making timely referrals to relevant services and supports to ensure client safety and wellbeing.

Desirable

- Identifying as a member of the LGBTQIASB+ community or as a peer from one of NTAHCS priority populations is strongly encouraged and considered highly relevant to this role
- At least 2 years' post-qualification counselling experience (or equivalent experience gained through part-time practice)