

Position Description

Position Title: Rainbow Inclusion Support Worker

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

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	Rainbow Inclusion Support Worker
Salary	FTE: 0.2 SCHADS Award level 4.1 - Casual

Primary Objective:

To provide affirming, person-centred disability support within the Rainbow Inclusion Project, with a focus on enhancing wellbeing, inclusion, and social connection for LGBTQIASB+ people living with a disability. This role operates within a peer-informed, trauma-aware, and strengths-based framework, supporting participants to build independence, community participation, and safety in identity-affirming environments.

Key Duties and Accountabilities

- Provide direct disability support to participants in line with individual support plans, goals, and preferences.
- Deliver inclusive, identity-affirming, and trauma-informed support that centers dignity, autonomy, and choice.
- Support participants to engage in community, social, recreational, and capacity-building activities.
- Use respectful, contemporary language and practices aligned with LGBTQIASB+ cultural safety principles.
- Work collaboratively with participants to reduce isolation and increase connection to community and supports
- Recognise and respond appropriately to psychosocial, emotional, or environmental barriers impacting wellbeing
- Maintain accurate and timely case notes, progress notes, and reporting requirements in line with organisational policy
- Uphold strict confidentiality, privacy, and professional boundaries
- Work collaboratively with project staff, peer workers, and broader service partners
- Contribute to continuous improvement of Rainbow Inclusion Project practices, ensuring they remain accessible, inclusive, and community-led
- Participate in supervision, reflective practice, and ongoing training relevant to disability support and LGBTQIASB+ inclusion

The Person

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

Essential

Demonstrated ability to undertake disability support work in a safe, person-centred and culturally responsive manner.

Desirable

Certificate III or IV in Individual Support (Disability), Community Services, Mental Health, Peer Work, or a related field.

Experience working within the NDIS or community services sector.

Training in trauma-informed practice, disability inclusion, mental health, or LGBTQIASB+ affirmative practice.

Skills and Experience

Essential

- Demonstrated commitment to inclusive practice and the rights of people with disability and LGBTQIASB+ communities
- Ability to provide respectful, person-centered support in community and/or home-based settings
- Strong interpersonal and communication skills, including active listening and relational engagement
- Capacity to work in a trauma-informed, strengths-based, and culturally safe manner
- Understanding of confidentiality, boundaries, and duty of care in support work

Desirable

- Lived experience of LGBTQIASB+ identities is strongly encouraged and considered highly relevant to this role