

## POSITION DESCRIPTION

<b>Role Title</b>	Peer Worker
<b>Reports to</b>	Program Manager
<b>Roles reporting into this role</b>	N/A
<b>Purpose of the Role</b>	<p>The primary purpose of this role is to provide hope for recovery and peer support through various activities working directly with people currently experiencing an eating disorder and their loved ones. The role aims to provide a safe, supportive and recovery-focused environment and will be responsible for facilitation of supports, and individual peer mentoring.</p> <p>The role will utilise lived experience to support those experiencing an eating disorder and those caring for someone with an eating disorder, and will impart relevant information about eating disorders, disordered eating, body image concerns and related issues to family, friends and other carers of people with eating disorders.</p> <p><b>Overview of Butterfly’s Next Steps Treatment Program</b></p> <p>The Butterfly Foundation’s Next Steps Outpatient Program will deliver an online intensive outpatient program for participants aged 16 years and over which will incorporate group therapy, skills training, supportive meal therapy, and lived experience-led recovery support. The program will be delivered online via secure video-based platforms (e.g. Zoom). The Program aims to provide an accessible, evidence-informed and clinically effective way to improve access to intensive treatment for eating disorders and reduce eating disorder and related pathology. Next Steps is one of the three levels of treatment identified within in the National Eating Disorders Strategy (NEDC, 2023) and has been designed with the National Strategy standards in mind.</p>
<b>Accountabilities and Responsibilities</b>	<ul style="list-style-type: none"> <li>• Work collaboratively with the Next Steps team and Program Manager to ensure uninterrupted service delivery for provision of the program.</li> <li>• Appropriately and safely share and discuss common experiences with group and program participants, assisting to initiate, establish and maintain supportive relationships within the groups.</li> <li>• Co-facilitate group programs, including delivery of education and awareness activities.</li> <li>• Motivational enhancement work both individually and in a group.</li> <li>• Provide meal support to participants.</li> <li>• Keep accurate and up to date records of attendance at support groups, individual mentorships, health records, and programs facilitated.</li> <li>• Assist in reporting data around engagement and service usage to the Eating Disorders Coordinator, along with feedback on outcomes and on any significant issues.</li> <li>• Attend weekly team meetings, case reviews, and supervision with a supervisor.</li> </ul>

<p><b>Selection Criteria</b></p>	<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>• Lived experience of an eating disorder or caring for someone with an eating disorder.</li> <li>• Peer support fs who have experienced an eating disorder consider themselves to have been recovered for at least two years.</li> <li>• Ability to eat in a healthy, relaxed, flexible manner in the company of others, and to model an appropriate relationship with food.</li> <li>• An understanding of eating disorders and disordered eating, body image and related issues and of their impact both on the individual experiencing the issue and, on their families, friends partners and other carers.</li> <li>• Well-developed interpersonal and communication skills with a caring and empathetic approach and ability to establish rapport.</li> <li>• Insight and understanding of the wide range of issues that are commonly present for people with eating disorders and their families/partners and caregivers.</li> <li>• A clear understanding of professional boundaries, confidentiality, privacy principles and practices.</li> <li>• An understanding of common co-morbid conditions with eating disorders and an ability to provide support and referrals as needed.</li> <li>• A good understanding of best practice principles for supporting those with or caring for someone with an eating disorder.</li> </ul> <p><b>Desirable</b></p> <ul style="list-style-type: none"> <li>• Prior experience in providing peer support or facilitating groups in a mental health or community health context.</li> <li>• Able to meet relevant NEDC core competencies as per the <a href="#">National Practice Standards</a></li> <li>• Experience in a similar not-for-profit or charitable NGO environment.</li> <li>• Certificate in mental health and/or peer work.</li> </ul>
<p><b>Other requirements</b></p>	<p><b>At all times:</b></p> <ul style="list-style-type: none"> <li>• Conduct yourself in a professional manner.</li> <li>• Have exceptional interpersonal relationship skills and a positive attitude</li> <li>• Strive to act in accordance with the vision, mission and objectives of Butterfly and to do all possible to assist Butterfly in achieving its aims.</li> <li>• Follow Butterfly’s policies and procedures.</li> <li>• Adhere to Butterfly’s Child Safe Policy and contribute to a culture of child safety</li> <li>• Follow/participate in occupational health and safety measures.</li> <li>• Act considerately around the workplace and have regard for the well-being of fellow staff, volunteers and our service users.</li> <li>• It is a requirement of all positions at Butterfly that the person has a Working With Children Check clearance (pass) and Police check.</li> <li>• All staff should be aware of and actively uphold the Butterfly values</li> </ul>

# BUTTERFLY

<p><b>Overview</b></p>	<p>Butterfly Foundation is the national charity for all Australians impacted by eating disorders and body image issues, and for the families, friends and communities who support them. Butterfly</p>
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	changes lives by providing innovative, evidence-based support services, treatment, and resources, delivering prevention and early intervention programs, and advocating for the needs of our community.
<b>Vision</b>	All people in Australia can live free of eating disorders and negative body image.
<b>Mission</b>	We work to prevent eating disorders and body image issues from occurring, to ensure that the best possible treatments are available, and that appropriate care and support is there for those affected.
<b>Values</b>	Compassion   Commitment   Collaboration   Initiative   Excellence   Integrity
<b>Goals and Priorities</b>	<p><b>Goal 1 – Reduce stigma and increase help seeking</b></p> <ul style="list-style-type: none"> <li>• Listen to, amplify, and advocate for the voice of lived experience</li> <li>• Increase public awareness and understanding</li> <li>• Grow our digital presence</li> </ul> <p><b>Goal 2 – Work to prevent eating disorders from developing</b></p> <ul style="list-style-type: none"> <li>• Deliver accessible evidence-based information and support</li> <li>• Deliver and expand whole of school (5-18 years) based education</li> <li>• Collaborate on innovative service offerings in universal prevention and early intervention</li> </ul> <p><b>Goal 3 – Improve treatment and support</b></p> <ul style="list-style-type: none"> <li>• Establish evidence for residential treatment as a component of the eating disorder system of care in Australia</li> <li>• Implement and evaluate programs and services which address gaps in care</li> <li>• Assess gaps in the system of care and advocate for change to address them</li> </ul> <p><b>Enabler 1</b> - Improve and maintain high employee engagement  <b>Enabler 2</b> - Diversify funding sources  <b>Enabler 3</b> - Strengthen government relations  <b>Enabler 4</b> - Improve operational effectiveness (systems &amp; processes)  <b>Enabler 5</b> - Maintain and improve service excellence  <b>Enabler 6</b> - Embed diversity and inclusion principles across the organisation</p>

Butterfly acknowledges Aboriginal and Torres Strait Islander people as Australia’s first people and traditional custodians.

Butterfly is committed to embracing diversity and welcomes all people irrespective of body shape and size, ethnicity, faith, age, sexual orientation and gender identity. More information about our commitment to reconciliation, diversity and inclusion is available here: <https://butterfly.org.au/who-we-are/reconciliation-inclusion/>.