

POSITION DESCRIPTION



Position Title: Multicultural Peer Navigation Officer

Work Level: Operational

Reports To: Team Leader – Multicultural Peer Navigation

Direct Reports: This position does not have any employees reporting into it

Position Overview

The *Multicultural Peer Navigation Officer* plays a vital role in delivering culturally responsive HIV prevention, testing and support for gay, bisexual and other men who have sex with men (GBMSM) who are newly arrived in Australia or from culturally and linguistically diverse (CALD) backgrounds.

As a multilingual peer, you will draw on lived or community experience to build trust, provide information, and guide individuals through Australia’s HIV and sexual health system. The role focuses on culturally inclusive support by addressing barriers to access and connecting people with relevant services such as HIV testing, PrEP, treatment, and peer support.

The *Multicultural Peer Navigation Officer* will work closely with the Team Leader and other team members to deliver one-on-one support, outreach, and digital engagement activities.

Main Activities

This position is well-suited to someone who is passionate about community empowerment, health equity, and culturally safe service delivery. You will:

- ✓ Provide one-on-one peer navigation, in both English and another language, to newly arrived and overseas-born GBMSM, including information, guidance, referrals and support to access HIV and sexual health services in a culturally inclusive and non-judgemental way.
- ✓ Work with community members to build confidence in engaging with healthcare providers and promote system literacy.
- ✓ Maintain accurate records of activities, including the monitoring and evaluation of program outcomes and effectiveness.
- ✓ Collaborate with other team members to plan and implement outreach activities, particularly in settings where priority language communities gather.
- ✓ Support the development and delivery of community workshops, discussion groups and online resources that promote HIV-related services and promotes sustained engagement with prevention and treatment.
- ✓ Support ACON's sexual health testing initiatives, including the provision of point of care tests for HIV.
- ✓ Champion the development and sustained implementation of diversity and inclusion initiatives within the workplace, actively promoting a culture that respects, celebrates and cultivates differences among staff and volunteers.
- ✓ Actively participate in, and contribute to, building an effective and positive team culture, continuing professional development, information exchange and quality improvement activities.
- ✓ Uphold ACON’s values, policies and commitment to culturally safe, community-led services.
- ✓ Perform other duties to assist in the work of the unit as requested by your supervisor (or designate).

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Selection Criteria

Essential:

- 1. Lived experience of, or strong community connection with, overseas-born gay, bisexual and other men who have sex with men (GBMSM), and an understanding of the health and social issues they may face.
- 2. Proficiency in a community language other than English, preferably Thai, Chinese, Vietnamese, Spanish or Portuguese.
- 3. Strong interpersonal skills and confidence engaging with community members in both English and another language, with an ability to work both independently and work with others.
- 4. A willingness to learn about HIV/STI treatment and prevention, and to support others in accessing care.
- 5. Understanding of, and commitment to, ACON’s communities, particularly people living with HIV, gay, bisexual and other men who have sex with men (GBMSM), people with lived experience of migration to Australia, as well as all LGBTQ+ people.

Desirable:

- 1. Experience in community engagement, peer support, health promotion or related work, particularly the use of digital platforms and/or social media used by multicultural LGBTQ+ communities.
- 2. Understanding of Australia’s healthcare system, particularly in the context of HIV and sexual health services.
- 3. Recommended vaccinations against illness that may adversely impact ACON’s communities.

Additional Information

This is a full-time position available on a 1-year fixed term contract (with the possibility of extension).