

Position title	Grow Program Worker – South Australia
Location	All GROW Teams
Reports to	Branch manager SA
Direct Reports	nil
Primary purpose of the position	<ul style="list-style-type: none"> Expand the Grow presence for online and face to face meetings. Generate referrals from outreach activity in relevant areas. Support the delivery of the Grow Program including training, data collection, events and mentoring Growers Develop the communities (geographic and online) and leadership teams Develop the leadership of Organiser and Recorders through support and mentoring in personal leadership development and the Grow Program Support the developing of a caring and sharing community within GROW and with the GROW participants. Participate in the delivery of specialist Grow Programs (as directed)

ABOUT GROW

GROW is a national community-driven organisation specialising in mental health support developed from the lived experience of recovery. Our programs are designed for people to take back control of their lives, overcome obstacles and start living a life full of meaning, hope and optimism. GROW offers the opportunity for people to share challenges and solutions for recovery in a supportive and structured way within the context of a caring, sharing community.

Our Vision

Grow is the premier provider of intentional peer to peer support to promote hope, mutual help, and recovery for good mental health for people throughout Australia.

Grow Mission

To enable people and communities to grow, recover and maintain good mental health.

Our Values

Personal responsibility, Personal value, Mutual respect, Friendship, and Community.

KEY ACCOUNTABILITIES	RESPONSIBILITIES
Leadership development	<ul style="list-style-type: none"> Support GROW leaders to encourage, animate and develop the leadership from within their community. Encourage and enable GROW's consumers to participate in group support, training activities and social activities. Provide direct support, coaching and mentoring to Grow Program Organisers in the development and maintenance of a caring, sharing community. Build intentional peer to peer support in the Grow Program. Empower GROW's Organiser and Recorder Teams in the running of regional activities and community building. Provide regular mentoring and support to the Group organisers and ensure dependency on staff is not enabled
Service/Program delivery responsibilities	<ul style="list-style-type: none"> Expand the Grow Programs presence both face to face and online. Provide training to GROW's Program participants in collaboration with consumer teams. Support interregional, intraregional and intra state community building activities. Provide support to the Organiser and Recorder Teams and ensure access to timely, quality information.

	<ul style="list-style-type: none"> • Provide ongoing training to ensure all members are able to confidently undertake their roles. • Ensure all volunteers have the skills and access to development that enables them to undertake their roles skillfully and efficiently. • Facilitation and delivery of Grow's Get Growing Program in schools, youth non-profits, and sporting clubs. (as directed) • Maintenance of Young Adults group online • Facilitation of Growing resilience online groups (as directed)
Relationship Management	<ul style="list-style-type: none"> • Generate referrals from outreach activity in Metro Sydney • Liaise with broader community through purposeful outreach, involvement in network groups, and participation in public events to promote GROW's Programs, with approval from management.
Compliance and Quality	<ul style="list-style-type: none"> • Ensure activity data is accurate, collected and submitted in a timely way to funders and Grow Teams • Ensure all policies and procedure are implemented. • Ensure all GROW leaders are educated in policies, procedures, and responsibilities. • Actively participate in and contribute to workplace quality improvement activities. • Receive complaints from participants and work with the appropriate teams to resolve. • Comply with all relevant legislation, regulations and policies and procedures, including Code of Conduct and workplace health and safety standards. • Work within delegations of position. • Maintain confidentiality of information pertaining to all participants and GROW. • Demonstrate high standards of personal and professional behaviour
Safety	<ul style="list-style-type: none"> • Champion the importance of every person's physical, mental & emotional well-being; hold others accountable to this ethos. • Lead by example, in the management of work and personal life. · Manage personal health to ensure fitness for work.

About You To be successful in this position you will have: (Selection Criteria)

	Required	Highly desirable
Qualifications	<ul style="list-style-type: none"> • Knowledge and experience from previous roles and/or study with a combination of experience, expertise and competence • A Police Certificate is required in accordance with relevant legislation and Grow policy. • Current Driver's Licence. • Current First Aid Certificate. • Evidence of Australian citizenship or current working visa. • Working with Children 	<ul style="list-style-type: none"> • Undergraduate qualification in social or behavioural sciences OR substantial experience Through lived experience. • Qualifications in Mental Health, Youth Services, Education and Training, or Peer Support Group Work/Community Development
Experience	<ul style="list-style-type: none"> • Demonstrated ability to work independently, planning managing and delivering services using good time management and working • Experience in the development of working 	<ul style="list-style-type: none"> • Experience in consumer-led decision-making

	<ul style="list-style-type: none"> relationships and active networks with other providers and funders and key stakeholders. Intermediate skills in Microsoft Office Suite (must have excel) and demonstrated ability to learn other computer programs as required. 	<ul style="list-style-type: none"> Demonstrated ability to work within a vibrant caring team. Demonstrated high level of verbal, written and interpersonal communication skills. Experience in the maintenance of good working relationships with other providers and funders and key stakeholders. Experience in facilitating small groups
Knowledge	<ul style="list-style-type: none"> Demonstrated strong knowledge and experience of recovery orientated mental health services Knowledge of peer to peer programs Demonstrated ability to manage time effectively and carry tasks through to completion. 	<ul style="list-style-type: none"> Demonstrated understanding of continuous quality improvement. <ul style="list-style-type: none"> Sound knowledge of the Grow Program.
Skills	<ul style="list-style-type: none"> Demonstrated ability to use your lived experience with mental illness or other life challenges in your approach to your role and interaction with staff and Grow participants. Ability to work under limited direction 	<ul style="list-style-type: none"> Experience in using digital tools for document management and program delivery

Core Competencies from GROW Competency Framework – these competencies are required to be met as part of this role.

Leadership	<ul style="list-style-type: none"> Demonstrates initiative and enterprise and supports others to work more effectively Takes responsibility for work outcomes and assists others to understand roles and responsibilities Recognises differences of opinion and works toward the resolution of team conflict
Service/Program Excellence	<ul style="list-style-type: none"> Ensures clear understanding of required work, fulfils program and project responsibilities, and achieves performance targets Contributes to team plans and support teamwork to strategic objectives Seeks ways to improve outcomes for clients as consistent with GROW's Vision, Mission, and Values
Professionalism	<ul style="list-style-type: none"> Demonstrates initiative and enterprise and supports others to work more effectively Considers one's actions and behaviours and the effect they have on others within the workplace. Demonstrates integrity and is a trusted individual. Adheres to core values that are in alignment with that of GROW's

EMPLOYEE DECLARATION

I have read and understood that the statements are a description of the functions assigned my position.

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Applicant/ Employee Name	Signature	Date