



Becoming a Peer Worker

INFORMATION FOR APPLICANTS

FISH Peer Support and Advocacy Service

ABOUT FISH

Family Inclusion Strategies in the Hunter Inc. (FISH) is a small organisation that formed in 2014. **More info about FISH:** <https://finclusionh.org/>

Our mission is to achieve better outcomes for children and young people in child protection and out-of-home-care systems.

To achieve this we advocate, support, and amplify the voices of parents and family who are involved with DCJ, whose children were removed or are at risk of removal.

Parents involved in these systems are too often excluded from decisions about their children, have limited time with their children while they are in care, and their voices are often not heard. No matter where a child lives, it is critical for them to have relationships with their parents and other family and kin when safe to do so.

Our organisation is managed by a committee made up of parents with lived experience of child protection and out-of-home care as well as workers with child and family experience. We receive limited funding and our committee is entirely volunteer.

Peer workers are mostly paid and may do some voluntary work from time to time.

OUR PEER SUPPORT AND ADVOCACY SERVICE

We offer court support, phone support, and group support and workshops. We are in the process of expanding our services to support parents and family during meetings and Family Time. [More info](#)

SELECTION PROCESS

We encourage parents from all cultural communities to apply.



We are very interested in recruiting some Aboriginal peer workers. Aboriginal children and young people are taken from families and communities at higher rates than other children and they do not always have the benefit of being supported by Aboriginal agencies and workers during care. It's critical to have peer workers who can provide culturally safe support for parents, family and community.

We can help you through the selection process and answer any questions you have along the way.

There are several steps in our selection process so that we can make sure we get the best people to support parents and families; and because peer work raises lots of emotions and often means that peer workers revisit traumatic experiences. We want to make sure you think these things through with support before making a decision to apply.

STEPS IN OUR SELECTION PROCESS FOR PEER WORKERS

Information Session	Meet with some parents who are already working as FISH Peer Workers. They will talk about the job, what it involves, and what it has been like for them.
Written application	Complete the written application and submit it to the service manager. Access the form here: https://finclusionh.org/written-application-fish-peer-worker-v290524/ We can help you complete the application form. The essential and desirable criteria in the application form are linked to the Position Description (attached). To be selected, you must meet all of the essential criteria. Your application will guide our chats.
Observation & meet FISH peer workers	Before a final decision is made by you or us, you will have a chance to see support in-action and get a feel for where you might work. If you meet the essential criteria we will ask you to observe one session of peer support at court with parents and family. After the observation you will chat with two peer workers about what you saw and how you think you might go in the role. The peer workers will talk to you about the role, what it's been like for them, and how you think you might go in the job. They can answer questions you may have.
Meet the manager	After you chat with the peer workers, you will meet with our service manager. They might follow up on your discussion with the peer workers. They will also talk about other requirements of the job, e.g., pay, rosters, meetings, etc.

FINAL DECISIONS ABOUT APPLICANTS WILL BE MADE AFTER DISCUSSIONS AND OBSERVATIONS.

You can submit an application anytime

Questions/enquiries:

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