



MHACA

Mental Health Association of Central Australia

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POSITION: Mental Health Recovery Worker
 SALARY LEVEL: \$88 970.98 - \$95,736.61 (MHACA EBA/SCHADS Level 4) + 12% super
 POSITION HOURS: 38 hours a week. Full time and ongoing.
 TEAM: Pathways to Recovery
 REPORTING TO: Pathways Manager
 LOCATION: Alice Springs, onsite at MHACA
 POSITION REVIEWED: March 2026

ABOUT MHACA

We are a leading Northern Territory community-managed organisation offering psychosocial support services, NDIS services, suicide prevention training and health promotion initiatives aimed at enhancing the mental health and wellbeing of people living in Central Australia. We specialise in psychosocial recovery and mental health promotion with a strong community presence and reputation.

OUR VALUES

BELONGING: Connection - Relationships - Community - Collaboration

HOPE: Optimistic - Courage - Goals - Change

RESPECT: Listen - Kindness - Fairness - Inclusive

HONESTY: Trust - Integrity - Transparent - Accountable

ABOUT THE ROLE

ROLE DESCRIPTION	<ul style="list-style-type: none"> • Mental Health Recovery Workers provide non-clinical supports to people living with mental health challenges and psychosocial disability. • Recovery Workers provide participant-centred supports and assist participants in setting goals and actions as part of a Stay Strong Recovery Plan. • The goals are individual to the person but may include things like developing or rediscovering social and living skills, access to training and employment opportunities and participation within the community through engagement in activities. • The supports can provided at MHACA, at the participants home or in the community.
TEAM DESCRIPTION	<ul style="list-style-type: none"> • Pathways to Recovery is a psychosocial recovery-oriented program which provides individual support to people living with mental health challenges. • Recovery-oriented practice is a key principle underpinning the services participants receive from MHACA.

Mental Health Matters



RESPONSIBILITIES

<p>ROLE RESPONSIBILITIES</p>	<ul style="list-style-type: none"> • Work alongside people living with mental health challenges to support their recovery. • Conduct assessments of needs to assist participants to develop an individualised recovery plan. • Build capacity, utilise a strengths-based approach and encourage self-determination and resilience. • Collaborate with other community organisations to achieve the participant’s recovery goals. • Work closely with the NT government mental health clinical teams involved in the care of our participants. • Assist in the development and delivery of recovery focused group activities that meet participant needs and interests. • Provide emotional support and practical guidance when needed, ensuring duty of care obligations to participant are always maintained. • Maintain high quality documentation including participant files, case notes, assessments and recovery plans. • Ensure the confidentiality, privacy and rights of the individual is respected and always regarded. • Provide supports to participants with daily living tasks e.g.: food shopping, attending appointments and maintaining social connection.
	<ul style="list-style-type: none"> • Work in accordance with MHACA’s strategic direction and uphold our values. • Work directly with and advocate for the interests of MHACA participants, some who have complex histories and behaviours. • Undertake professional development in line with MHACA’s Learning and Development Framework. • Represent and promote MHACA in the wider community. • Any other duties which may reasonably be expected in relation to the role.
<p>WORK, HEALTH & SAFETY QUALITY ASSURANCE</p>	<ul style="list-style-type: none"> • Be a member of MHACA’s Quality Committee and Work Health Safety Committee. • Work in accordance with the WHS Act, National Standards, Regulations, MHACA Frameworks of Practices, MHACA Policies and Procedures. • Actively participate in the organisation’s quality, safety and risk management systems. • Identify and report hazards and risks and engage in organisational WHS activities. • Take reasonable care for your own health and safety and for the health and safety of anyone else who may be affected by your acts and omissions in the workplace.
<p>VALUES & BEHAVIOURS</p>	<ul style="list-style-type: none"> • Conduct all work in line with MHACA values which are: BELONGING: Connection - Relationships - Community - Collaboration HOPE: Optimistic - Courage - Goals - Change RESPECT: Listen - Kindness - Fairness - Inclusive HONESTY: Trust - Integrity - Transparent – Accountable

	<ul style="list-style-type: none"> Adhere to and apply strict confidentiality practices and guidelines to all participants, staff and organisational sensitive information.
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SELECTION CRITERIA (QUALIFICATIONS & ATTRIBUTES)

ESSENTIAL	<ul style="list-style-type: none"> Qualifications in Mental Health, Community Services, Disability and/or commensurate work experience in similar areas. Demonstrated experience in case management or support work that is person-centered, and strengths based. Ability to develop rapport and communicate to participants from a range of cultural backgrounds. Effective written communication skills, including high computer literacy and high-quality case notes. An understanding of risk management in the context of social and health service delivery. Excellent communication, time management and organisational skills. Ability to work within a team environment and independently. Experience in working in a cross-cultural setting or a demonstrated understanding of the principles of cultural safety and cultural competence. Proficient in using Microsoft Office (Outlook, Microsoft word etc.) Hold a Current NT Driver's License.
DESIREABLE	<ul style="list-style-type: none"> Knowledge of the National Disability Insurance Scheme (NDIS). An awareness of the key issues faced by people living with mental health challenges.

EMPLOYMENT BENEFITS

- Competitive, above award wage salary + super
- Generous salary packaging
- 6 weeks' annual leave and leave loading
- 11 days of personal leave
- Annual Wellbeing Allowance of \$400

APPOINTMENT CONDITIONS

- Employment with MHACA is conditional on providing or being able to obtain prior to commencement of employment; a current NT Driver's License, a Satisfactory Criminal History Check, a NDIS Worker Clearance and Ochre Card if required.

Position Description Authorised



Chief Executive Officer (March 2025)

TO APPLY

Please send a copy of your resume with a cover letter addressing the selection criteria to hr@mhaca.org.au

ACKNOWLEDGEMENT

I have received a copy of the Position Description and have read and understand its contents:

----- Employee Name (please print)	----- Employee Signature	----- Date
----- Supervisor Name (please print)	----- Supervisor Signature	----- Date