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**Nishant Dougall**

They/Them

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## Key Selection Criteria Responses - Project Worker - HRVic

I am writing to express my keen interest in the Fuse Initiatives Project Worker position at Harm Reduction Victoria.

### **1. Personal experience, as a peer, of the key health, social and legal issues that affect people who use illicit drugs.**

My lived experience with addiction and recovery provides first hand insight into the complex health, social, and legal issues affecting people who use illicit drugs. I deeply understand the challenges of social isolation, employment instability, and financial and housing insecurity. I have also witnessed the profound impact on mental health, including the exacerbation of conditions like depression and PTSD, and the physical risks associated with drug use, such as overdose. Providing peer support within the LGBTQIA+ community has been invaluable, reinforcing my own recovery and highlighting the stigma, judgment, and discrimination faced by many. This experience has solidified my belief that addiction is a health issue, not a criminal one, and that societal barriers often compound the challenges individuals face.

### **2. Experience working as a Harm Reduction Peer Worker in a mainstream health service.**

As an accredited SMART Recovery Facilitator and experienced Harm Reduction Peer Worker in mainstream health services, I have a proven track record of supporting individuals navigating AOD issues. At Thorne Harbour, I facilitated the Re-Wired V2.0 therapeutic group for over 30 LGBTQIA+ clients over 12 months, providing support, education, and resources on AOD issues, relapse prevention, sleep, nutrition, sexual health, and mental health. Utilizing the harm minimization-centered SMART Recovery framework, I facilitated fortnightly meetings, creating a safe and inclusive environment and mentoring clients through empathetic, non-judgmental, and respectful peer support. My experience as a Sex-on-premises Venue Outreach worker further honed my ability to provide information and resources on sexual and mental health to over 100 clients.

### **3. Demonstrated experience in developing training packages and delivering training products for professional development.**

My experience in the finance industry includes developing and delivering effective training packages. At NAB, as a Change Analyst on a large-scale project, I designed, developed, and implemented a training program for a new centralized process. This involved conducting a training needs analysis, drafting materials and standardized operating procedures, creating a communication and delivery plan, securing stakeholder approval, and delivering training to over 300 bankers nationwide, both on-site and via video conference. This experience honed my ability to analyze needs, create engaging materials, and deliver training effectively.

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#### **4. Organisational skills, including the ability to prioritise work, write and deliver on work plans, liaise with partners and meet deadlines in a demanding work environment.**

I possess strong task and time management skills, essential for project delivery, as demonstrated in my roles at the Royal Bank of Scotland. As lead analyst on a major software upgrade project, I developed a detailed project plan that quantified the effort and time required for each task, enabling realistic timelines. This involved liaising with tech suppliers and internal stakeholders, creating a comprehensive action tracking spreadsheet, and ensuring timely completion of milestones. This plan enabled the project manager to identify resource gaps, secure project approval, track progress, and provide meaningful status updates to stakeholders.

#### **5. Demonstrated high level of written and verbal communication skills and a willingness to speak in public.**

My strong written and verbal communication skills, developed over a decade in the finance industry and enhanced through community engagement, enable me to communicate effectively with diverse audiences. At the Royal Bank of Scotland, I presented complex project information to senior executives, government officials, and legal representatives, creating clear, concise presentations tailored to each audience. Facilitating group discussions on sensitive substance use topics at Thorne Harbour Health further refined my ability to adapt my communication style to individual needs.

#### **6. Competent computer skills, including a functional knowledge of Word and Excel, common internet and email applications.**

I am proficient in the Microsoft Office Suite (Word, Excel, PowerPoint) and other common applications. As a business analyst in project management, I extensively used various software programs and online tools for data analysis, report creation, and stakeholder communication. I am confident in my ability to quickly learn and effectively utilize new technologies.

#### **7. Certificate 4 in workplace training and assessment or similar**

While I do not currently hold a Certificate IV in Workplace Training and Assessment, I am committed to continuous learning and eager to pursue professional development opportunities in this area. I believe this certification would significantly enhance my ability to develop and deliver effective training programs, aligning with my career goals in [mention your career goals].

#### **8. A Victorian driver's license.**

I hold a current Victorian driver's license.

I am confident that my skills and experience make me a suitable candidate for the Fuse Initiatives Project Worker position. I am eager to contribute my passion and expertise to Harm Reduction Victoria's mission

Thank you for considering my application.