



Career Development Peer

Permanent-part time, 15 hours per week

Based in any of our offices Gimuy (Cairns), Meanjin (Brisbane) or Bundjalung Country (Gold Coast)

Social Community Home Care and Disability Services

(SCHCADS) Industry Award 2010 Level 4.1

Applications close 5pm Friday 10 March 2023

This role will be filled by a current or former sex worker.

The Respect Inc team is available to assist you with your application.

Email info@respectqld.org.au to make an appointment.

Only current and past sex workers eligible to apply

Email applications to jobs@respectqld.org.au

If you have any questions please email:

sc@respectqld.org.au OR carly@respectqld.org.au

How to Apply

Read the entire package prior to starting your application.

Prepare:

- 1) A brief **cover letter**.
- 2) A **response to each of the selection criteria**, up to one page for each topic. Describe your relevant knowledge, skills, abilities, training and experience for each topic.
- 3) Include a **copy of your resume or curriculum vitae (CV)** that provides your personal details, qualifications and work history, including sex work.

Please give **specific examples** where you have used your skills and abilities that relate to the criteria. If you do not address a criterion it will be assumed that you do not meet it.

- 4) Provide **two referees**, including one who can confirm sex work experience, their name, email, and/or telephone contact details, to be contacted for a confidential verbal reference.

Information provided by applicants will be kept in the strictest confidence.

Key Selection Criteria

1. Previous sex work experience.
2. A demonstrated understanding of the health, legal and social issues faced by sex workers in Queensland.
3. Passion for education and health promotion with sex workers.
4. Experience in community activism. An interest in building pride and solidarity within the sex worker community.
5. Strong communication skills including interpersonal, written and online. Technical skills including email, Google, apps and smartphone.
6. An understanding of social, political and cultural change for the sex worker community in Queensland and elsewhere.
7. An interest in record keeping, document management, sales, petty cash, banking and stock control.
8. Passion for learning about sex worker-friendly health services and other good resources for the community.
9. Ability to be an active member of a diverse team, follow direction and accept feedback. Demonstrated ability to problem solve and resolve conflict.
10. The ability to learn from others, share skills and information. A willingness and interest in learning and contributing to Respect Inc.

Desirable Skills

- An open Queensland driver's license, or the capacity to obtain one within the first 3 months of employment.
- Fluent in languages other than English.
- Previous work experience in illegal sectors of sex work in Queensland.
- Knowledge and understanding of current Queensland legislation relating to sex work.
- Experience of or previous employment in sex worker peer education.

Sex workers who are Aboriginal, Torres Strait Islander or Pacific Islander background, and/or who are living with HIV are strongly encouraged to apply.

Primary Duties & Responsibilities

On-site training provided to reach these competencies.

1. Establish and maintain regular and ongoing contact with sex workers to provide education, information, support and referral on sex work-related issues including accessing private, brothel, escort and street-based workers, and other sex workers on a regular basis.
2. Lead peer education and peer engagement by running drop-in shifts at a Respect Inc office. Maintain and ensure drop in is a sex worker-only space, welcoming and accessible. Record peer educational statistical information on a daily basis, document peer education themes on a monthly basis, participate in regular supervision, staff meetings and teamwork. Sales of inexpensive safer sex supplies, related financial accountability tasks.
3. Lead the Respect Inc Career Development program of short and long-term peer education work-related documentation, including project budgeting.
4. Coordinate the Respect Inc annual workshop program. Engage with potential workshop presenters and panel participants, participate in team development of promotional material, host the workshops in a team environment, evaluate and report upon these activities. Manage related project budget.
5. Promote membership and community involvement in Respect Inc.
6. Foster peer education strategies to promote HIV and sexual health awareness and support among sex workers and participate in community development activities.
7. Promote other Respect Inc services to sex workers including distribution of inexpensive and free safer sex products to sex workers. Maintain relevant financial accountability processes including stock control, cash handling, monthly bank deposits and communication relating to these activities in a team environment.
8. Participate in the Respect Inc team in a constructive way, using communication and group work skills.
9. Contribute to the operation and development of Respect Inc programs, projects, organisation and team. Participate in regular supervision, use accountability mechanisms as outlined in Respect Inc Policy and Procedures, and work within the aims, philosophy and values of the organisation.
10. Work in conjunction with other government and non-government organisations on specific projects and service provision in consultation with the State Coordinator in accordance with our Strategic and Annual Forward plans.
11. Compile and collate data and prepare reports, including monthly reports and other documents as required by the State Coordinator.
12. Attend HIV/AIDS, STI and related health training workshops and professional training development in order to maintain a current knowledge of health issues relevant to sex workers (individual professional development needs and desires will be negotiated annually as part of the staff performance appraisal process).
13. Contribute positively to the work environment and ensure a welcoming atmosphere within the workplace. Work collaboratively and within a team.
14. Undertake other duties as directed by the State Coordinator.

About Respect Inc

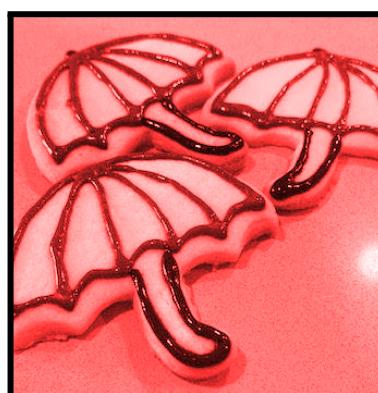
Respect Inc provides peer-based services to, and advocacy for, sex workers in Queensland.

We provide peer education, information, events, workshops and support programs to Queensland sex workers regardless of gender, age, location, industry sector, legal status, cultural background, class or linguistic abilities. We also provide a formal medium to communicate sex worker issues and concerns so as to improve the rights, and respond to the workplace health and safety needs, of our peers.

More specifically, we provide:

- regular and reliable safer spaces for sex worker drop-in, in three locations in Queensland
- information, education, peer support, events, workshops, advocacy and referrals
- outreach to regional and isolated sex workers
- sales of inexpensive safer sex products (condoms, lubes, etc.)
- allied health services network development
- sex worker community development
- general community education
- policy advice to government

We are a Sex Worker-run, Community- based Organisation



Vision Statement

We envisage a society where we as sex workers have equal status in society and are free to pursue our occupation safely, on our own terms without fear of criminalisation, stigma or discrimination. Our vision is for sex work to be recognised as work and as such fully decriminalised.

Values of the Organisation

Diversity
Respect

Equality
Pride

Rights
Autonomy

Guiding Principles

- **‘Decriminalisation is the Best Legal Framework for Sex Workers’**

Full decriminalisation of all forms of sex work is the only framework that enables us to work freely and safely and which supports a reduction in stigma.

- **‘Sex Work is Real Work’**

Respect Inc recognises sex work as a legitimate work option where people provide sexual services for profit or benefits similar to any other form of work.

- **‘Nothing About Us Without Us’ and ‘Our Bodies, Our Business’**

Sex workers must be involved at all levels in all research, policy and decision-making that is about us or governs us.

- **‘Sex Worker Rights are Human Rights’**

Recognition of our fundamental rights is key to reducing the stigma that endangers sex workers and encourages discrimination against us.

Mission Statement

We are Queensland sex workers voicing our need for human, industrial and workplace rights for all sex workers. We aim to improve the lives of sex workers by eliminating stigma and discrimination via social, legislative and political change.



**World Hepatitis Day, 28 July 2020,
Meanjin Respect Office**

Given the nature of the work we do, the successful applicant will be required to sign a legally binding confidentiality agreement that will remain in force for the period of employment as well as after leaving our organisation.

Purpose of the Position

The Career Development Peer works under the direction of the State Coordinator to provide short and longer term career support to sex workers, and coordinate the Respect Inc workshop program, within the philosophy and policy framework of the organisation.

The position may be based in any one of the Respect Inc offices. This program will be available to sex workers throughout Queensland and the Career Development Peer will engage via phone, email, video conferencing and in person.

Terms and Conditions of Employment

This is a permanent part-time position.

Staff are employed under the SCHADS (Social Community Home Care and Disability Services) Industry Award 2010.

The position will be paid at Level 4.1.

Work hours are carried out **on site at the relevant Respect Inc office, during drop-in opening times.**

The hours are not flexible. This is not a work-from-home position.

Pay rates are as set out in the Fair Work Transitional Pay Table Queensland, Transitional Pay Equity Order (TPEO) (incorporating the QLD Regulation and DIV 2B QCSCA), Social, Community, Home Care and Disability Services Industry (SCHCADS) Award 2010.

Respect Inc is unable to pay for relocation costs for applicants.

Respect Inc does not have the resources to sponsor work visas for applicants.

As per National Employment Standards, there is a probationary period. During that period either party can terminate the contract.