



Peer Educator, Cairns

TO APPLY:

1. Read the below information outlining the position description, skills required (selection criteria) and terms and conditions of employment.

2. Complete your application by including:
 - (a) A brief **cover letter**

 - (b) **Answers to the Key Selection Criteria, listed in section 4, write one page, at most, for each question**, addressing your relevant knowledge, skills, abilities, training and experience that demonstrates that you meet the criteria. You can give specific examples where you have used your skills and abilities that relate to specific criteria. If you fail to address any criteria it will be assumed that you do not meet it.

 - (c) A copy of **your resume/curriculum vitae (CV)** that provides your personal details, qualifications and work history, **including sex work**. Respect Inc endorses an affirmative action policy that promotes sex work experience as an essential selection criterion. Information provided by applicants will be kept in the strictest confidence and viewed only by the interview panel.

 - (d) **At least two referees** including name, email, and/or telephone contact details, who can be contacted for a confidential verbal reference, including one who can confirm sex work experience.

3. Send or email your application to:

Email: Jobs@respectqld.org.au

OR Post marked 'Confidential', to 28 Mein Street, Brisbane, 4000

Applications close 5pm, Thursday 30th January 2020

Note: if you are interested in the position but unsure whether you meet the selection criteria, please call the State Coordinator on 0451 149 782 to discuss.



POSITION DESCRIPTION AND SELECTION CRITERIA

Role:	Peer Educator, Cairns
Classification Level:	SCHCDS (Social Community Home Care and Disability Services) Industry Award 2010, Award Level 4.1, \$36.23 per hour Pro rata 20 hours \$37,679.2 per annum.
Location/s:	Florence Street, Cairns
Status of Position:	Permanent, Part-time, 20 hours per week

(1) About Respect Inc

Respect Inc provides peer-based services to and advocacy for sex workers in Queensland. We are affiliated to Scarlet Alliance, the national peak body representing sex worker organisations in Australia.

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 or linguistic abilities, as well as to 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

- 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.



(2) Purpose of the position

The position of Peer Educator is to work under the direction of the State Coordinator to develop, implement, evaluate and manage peer education and support programs as well as measures aimed at improving general occupational health and safety conditions for sex workers within the philosophy and policy framework of the organisation.

The position involves being responsible for the day to day running of the Respect Inc Cairns office. The position will involve travel to regional centres where you may be required to stay for up to a week (pro-rata) at a time doing outreach or Respect Inc team activities, and travel to other locations for training and professional development.

Excellent time management skills are necessary to be able to achieve the objectives of this role.

(3) Primary Duties and Responsibilities

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. Deliver HIV/AIDS, sexual health and other health promotion programs targeting sex workers.
3. Conduct workshops on workplace health and safety strategies and development for sex workers and training in areas relevant to sex workers. Hold events of interest to sex workers.
4. Promote membership and community involvement in Respect Inc. This may include working with and coordinating volunteer and student placements aimed at building capacity within the sex worker community.
5. Foster peer education strategies to promote HIV and sexual health awareness and support among sex workers and participate in community development activities using workplace health and safety issues as a vehicle for supporting and fostering networks and building sex worker community capacity.
6. Promote other Respect Inc services to sex workers including selling safe sex products to sex workers.
7. Ability to work in a strictly confidential environment.



8. Contribute to the operation and development of Respect Inc programs, projects, organisation and team.
9. 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.
10. Compile and collate data and prepare reports, including monthly reports and other documents as required by the StateCoordinator.
11. 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).
12. Contribute positively to the work environment and ensure a welcoming atmosphere within the workplace. Work collaboratively and actively participate in work team processes, planning, support and review sessions.
13. Undertake other duties as directed by the State Coordinator.

(4) Key Selection Criteria

1. Previous work experience in sex work in and demonstrated understanding of the legal, social and health issues faced by sex workers.
2. Ability to communicate including interpersonal and written (including email) within a range of environments, including information and education sessions to sex workers, community education and advocacy skills.
3. The ability or the skills to rapidly acquire the skills in report writing, computer programs usage including Word, Excel, Powerpoint and G-Suite usage.
4. The knowledge of or the ability to rapidly acquire the knowledge of referral agencies, to work collaboratively with allied health services and to contribute to the development of resources.
5. Ability to work as an active member of a multidisciplinary team, engage with volunteers and to be able to work autonomously and possess good time management skills.



6. The ability to travel for up to a week at a time on outreach and to participate in state wide Respect Inc team activities.

(5) Desirable skills

- An open Queensland driver's licence, or the capacity to obtain one within the first 12 months of employment.
- English as a second language.
- Previous sex work experience in Cairns.
- Previous work experience in illegal sectors of sex work in Queensland.
- Knowledge and understanding of current Queensland legislation relating to sex work.
- Experience and understanding of sex worker peer education.

Respect Inc is a supporter of the sex worker community, and sex workers who are transgender or non binary, ATSI or Pacific Islander background, and/or whom are living with HIV are strongly encouraged to apply.

(6) Terms and conditions of employment

This is a permanent part-time position. Staff are employed under the SCHCDS (Social Community Home Care and Disability Services) Industry Award 2010. This position will be paid pro-rata at Level 4.1 at the following rates: \$36.23 per hour. Pro rata 20 hours \$37,679.2 per annum 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.