



## Application Package

# **Peer Educator Gimuy (Cairns) Based Closes Sunday 8 January 2023**

Permanent Part Time 5 hours per week  
SCHCADS (Social Community Home Care and Disability Services)  
Industry Award 2010, Award Level 4.1, \$39.26 per hour

**Only current and past sex workers are eligible to apply.**

Email applications to [jobs@respectqld.org.au](mailto:jobs@respectqld.org.au)  
Sunday 8 January 2023

If you have questions or require more information, please call  
Lulu Holiday, Respect Inc State Coordinator  
**0451 149 782**

# How to Apply



International Sex Worker Rights Day, 3 March 2020, Southport

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. 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.
- 3) Include a **copy of your resume or curriculum vitae (CV)** that provides your personal details, qualifications and work history, including sex work.

- 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.

**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.**

## Key Selection Criteria

1. Previous sex work experience and a demonstrated understanding of the legal, social and health issues faced by sex workers in Queensland.
2. Experience in community organising or mobilisation. An interest in building pride and solidarity within the sex worker community. Passion for planning and implementing health promotion programs that reflect the needs of sex workers in Central, North and Far North Queensland.
3. Experience in peer education, including skill-sharing within a sex work setting. Ability to tailor engagement and communicate with people from a range of backgrounds.
4. Strong communication skills including interpersonal, written and online. Technical skills including email, Google, apps and smartphone.
5. Demonstrate your ability to represent and advocate for the sex worker community to action social, political and cultural change.
6. Demonstrate your ability to record, document, report and manage sales, petty cash, banking and stock control or to learn these functions.
7. Passion for building networks in the region with allied organisations and services for the purposes of training, referrals, presentations and representation or ability to learn these skills. Use of referrals database systems and/or experience with seeking, accessing and providing reliable referrals in response to specific needs.
8. Ability to work autonomously, be an active member of a multidisciplinary team, supervise volunteers, host

events, follow direction, and use good time management skills.

9. The ability to travel for up to a week at a time on outreach and to participate in statewide Respect Inc team activities.
10. The ability to learn from others, share skills and information. A willingness and interest in learning and contributing to the organisation. Demonstrated ability to problem solve and resolve conflict.

## Desirable Skills

- An open Queensland driver's licence, or the capacity to obtain one within the first 3 months of employment.
- Fluent in languages other than English.
- Previous sex work experience in Central, North or Far North Queensland.
- 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 transgender or non binary, Aboriginal, Torres Strait Islander or Pacific Islander background, and/or whom are living with HIV are strongly encouraged to apply.**

# Primary Duties and Responsibilities

Listen, reflect, learn from and network among the sex worker community in Central, North and Far North Queensland.

Use evaluation, feedback, both formal and informal methods, to become familiar with the concerns of the sex worker community in Central, North and Far North Queensland.

Contribute to the sex worker community in Central, North and Far North Queensland by being a reliable, trustworthy, fair and unbiased source of information. If you do not have answers for the community, you will know where to find them.

Share the lessons you learn in this role with the rest of the team at Respect Inc. Make sure the needs of your community are being heard.

Promote and maintain the sex worker-only drop-in space.

Establish and maintain regular and ongoing contact with sex workers, via face-to-face engagement, SMS and other means, to provide education, information, support and referral on sex work-related issues accessing private, brothel, escort, touring

and street-based workers, and other sex workers on a regular basis.

Deliver health promotion programs targeting sex workers, within a team environment and sex worker-positive framework.

Work in a team environment to deliver workshops on workplace health and safety strategies. Plan relevant training activities for sex workers.

Host regular social events.

Promote membership and community involvement in Respect Inc.

Foster peer education strategies to promote HIV and sexual health awareness and information 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.

Promote other Respect Inc services to sex workers including distribution of inexpensive and free safer sex products to sex workers.

# Primary Duties and Responsibilities continued..

Maintain relevant financial accountability processes including stock control, cash handling, monthly bank deposits and communication relating to these activities in a team environment.

Work in a strictly confidential environment, managing boundaries and creating safer spaces for sex workers.

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.

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.

Record peer education 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.

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.

Undertake other duties as directed by the State Coordinator.

# About Respect Inc

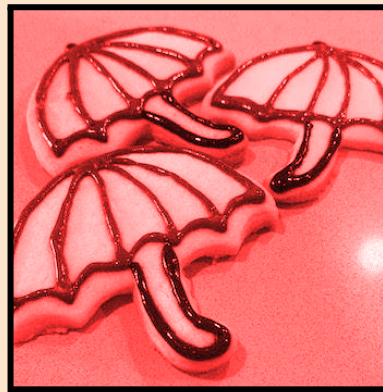
Respect Inc provides peer-based services to, and advocacy for, sex workers in Queensland.

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 four 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 applicants 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

Respect Inc peer educators work under the direction of the State Coordinator within a team environment with other peer educators to lead, implement, evaluate and manage peer education as well as implement measures aimed at improving general occupational health and safety conditions for sex workers within the philosophy and policy framework of the organisation.

This position is responsible to assist the day-to-day running of the Gimuy (Cairns) Respect Inc office.

The work involves travel to regional centres for up to a week at a time, doing outreach or Respect Inc team activities, and travel to other locations for training and professional development.

Excellent team work, self-organisation and time management skills are necessary to be able to achieve the objectives of this role.

# 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.

This position will be paid at Level 4.1 at the following rate: \$39.26 per hour.

Work hours are 5 hours per week.

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.



# How Applications are Processed

Respect Inc is a sex worker run organisation. Everyone in our team is a current or past sex worker.

All applications are to be emailed to [jobs@respectqld.org.au](mailto:jobs@respectqld.org.au)

The deadline is Sunday 8 January 2023.

The applications are then assessed for eligibility. The applications from current and past sex workers will all be considered. Other applications are excluded from consideration.

Applicants being considered will receive an email thanking them for their application and notifying them of the next steps in the process.

All applications are then read and rated by a sub-committee of the Management Committee of Respect Inc, including the State Coordinator. The sub-committee meets and decides who among the applicants will be shortlisted for an interview.

Shortlisted applicants are invited to interview.

The interview panel is made up of sex workers past and present who are members of the Respect Inc Management Committee, and the State Coordinator.

Applicants receive the questions half an hour prior to their interview and are encouraged to use that time to plan and consider their answers.

During the interview, the applicant is expected to be able to answer the questions honestly, to the best of their knowledge, and demonstrate a sophisticated and nuanced understanding of peer education, sex worker rights, Central, North and Far North Queensland, privacy, confidentiality, team work, conflict management and their experience within the sex worker community and/or Respect Inc and other sex worker organisations.

# How the Best Applicant is Chosen

The interview questions are challenging.

The questions are designed to find out who among the short-listed group has the most sophisticated understanding of the demands of the role.

If there are no suitable candidates that stand out from the interview process, Respect Inc may choose to re-advertise.

If there are suitable candidates, they will be offered a contract for the position.

# Acknowledgement of Country

Respect Inc would like to acknowledge the Traditional Custodians of the lands on which our offices are located and Elders, past and present. We stand in solidarity with Aboriginal and Torres Strait Islander peoples and respect their strength and resilience in the face of ongoing colonisation.

The work of Respect Inc takes place on stolen land. Our organisation acknowledges:

**The Yidinji People of the Cairns region,  
The Yirrganydji people of Gimuy (Cairns),  
The Gunggandji people of Yarrabah,  
The Tjapukai people of the Great Dividing Range,  
The Kukuk Yalangi people of the Kaba Kaba (Daintree),  
The Cape traditional owners, the Wuthathi, Kuuku Y'au and  
Northern Kaanju people.**

*"If you have come here to help me, you are wasting your time. But if you have come because your liberation is bound up with mine, then let us work together."*

– Lilla Watson, Gangulu Nation

- One of the objectives of Respect Inc is:

*To support the recognition of the sovereignty of Aboriginal and Torres Strait Islander peoples, the Traditional Custodians with ongoing connection to the land we live and work upon, never ceded.*

For more information about what Respect Inc is doing to build solidarity, [click the link here:](#)

