



## Policy Officer position (Brisbane) Application Package Oct 2024

### Position Details:

#### Policy Officer (Brisbane)

This position is a permanent part-time position, 15 hours per week.

Social Community Home Care and Disability Services (SCHCADS) Industry Award 2010 Level 5.1 (\$49.28), plus 11.5% Superannuation and Salary Packaging available.

Position Location: L1/76 Wickham Street, Fortitude Valley.

#### Applications close 3 November 2024

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

Email [info@respectqld.org.au](mailto:info@respectqld.org.au) to make a time to talk with someone.

Only current or past sex workers are eligible to apply.

Email applications to [jobs@respectqld.org.au](mailto:jobs@respectqld.org.au)

If you have any questions please email: [sc@respectqld.org.au](mailto:sc@respectqld.org.au).

#### How to Apply:

Read the entire package prior to starting your application.

Prepare:

1. A brief cover letter or email.
2. A response to each of the key selection criteria, up to one page for each topic. Describe your relevant knowledge and skills.
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.
5. In order to demonstrate your skills please provide links or copies of at least two examples of writing you have produced. Where possible, at least one example should relate to sex work. Note: if this is a barrier to applying please contact Lulu Holiday on 0451 149 782.



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### About Respect Inc

Respect Inc provides peer-based services to and advocacy for sex workers in Queensland. We are a member organisation of 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, class or linguistic abilities. We also provide a formal medium to communicate sex worker issues and concerns, 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

### 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.

### 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      Equality      Rights      Respect      Pride      Autonomy



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### **Purpose of the position**

The Policy Officer position will enhance Respect Inc's capacity to effectively inform policy development related to sex work in Queensland. The Policy Officer position supports Respect Inc's advocacy work by researching policy matters and drafting submissions, briefings, reports, media releases, presentations, and policy publications. The role will coordinate consultation with the Queensland sex worker community on policy positions and key documents, as requested. The position aims to ensure Respect Inc policy is informed by evidence, and by the needs and lived experiences of sex workers.

### **Skills and experiences you'll need to bring**

The key skills and experience for this role are:

- Sex work experience
- Knowledge about the sex worker rights movement in Queensland and Australia
- Skills in policy and report writing.
- Knowledge of the regulations and laws that will apply to sex work in Queensland
- Strong written and copy edit skills

### **Additional skills and experiences considered valuable:**

- Undergraduate degree majoring in political science, law or a relevant field.
- Previous experience writing content related to sex work
- Experience coordinating consultation

The position is based at the Brisbane Respect Inc office. Some travel may be required.

### **Primary Duties and Responsibilities**

The Policy Officer role will be responsible for:

- researching and analysing priority policy issues;
- identifying positions taken by other sex worker organisations;
- drafting briefing papers, discussion papers, policy documents, submissions, articles and media releases;
- maintaining an awareness of research and campaigns as they relate to sex workers, in order to inform policy development;
- liaising with and consulting sex workers and stakeholders regarding policy and related issues, when requested, in and out of the office;
- providing advice, briefings and reports as requested;
- representing Respect Inc at relevant forums;
- promoting understanding of key policy matters across the Respect team;
- ensuring work practices comply with the requirements of the relevant legislation and WH&S policies and procedures;
- undertaking regular reporting and data collation activities;
- working effectively as part of a diverse team, attending staff meetings and other training and participating in regular supervision;
- other work as directed by your supervisor; and
- evaluation of project activities.



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### Key Selection Criteria

1. Sex work experience and a demonstrated understanding of issues affecting sex workers in Queensland and the sex worker movement in Australia.
2. Experience in policy analysis and development OR demonstrated ability to undertake these duties.
3. Demonstrated understanding of the principles of human rights and sex worker rights.
4. Demonstrated engagement with current sex worker movement discussions/debates and campaigns utilising social media and new technologies.
5. Understanding of sex worker community consultation approaches to inform policy development.
6. Demonstrated ability to utilise social media and other platforms to access a diverse range of sex work writings, articles, research, and sex worker community campaigns.
7. Demonstrated strong oral and written communication skills and ability to adapt writing style to suit a specific audience.
8. Strong organisational and time management skills with the capacity to plan and prioritise work within competing deadlines and use initiative to problem solve and achieve outcomes.
9. Strong computer and keyboard skills including word processing, file management, social media, internet and email.
10. Demonstrated ability to work independently with minimal supervision and cooperatively within a team.

### Desirable (not essential)

1. Undergraduate degree majoring in political science, law or a relevant field.
2. An understanding of social and public health policy concerning marginalised communities.
3. An understanding of parliamentary processes.
4. An understanding of the role of the community sector in the Australian response to BBVs and STIs.

\* In order to demonstrate your skills please provide links or copies of at least two examples of writing you have produced. Where possible, at least one example should relate to sex work. Note: if this is a barrier to applying please contact Lulu Holiday on 0451 149 782.



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### **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. They are the Yirrganydji People and the Yidinji People, the Gunganji People and Tjapukai People of Gimuy (Cairns), the Turrbul People and Yaggera people of Meanjin (Brisbane), the people of the Yugambah Language Group, the Kombumerri People, and the Ngandowal People and Minjungbal People of the Bundjalung Nation.

We stand in solidarity with Aboriginal and Torres Strait Islander peoples and respect their strength and resilience in the face of ongoing colonisation.

“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