



## Resources Developer position (Brisbane) Application Package February 2025

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### **Position Details:**

#### **Resources Developer (Brisbane)**

Part time, 22.5 hours per week.

Social Community Home Care and Disability Services (SCHCADS) Industry Award 2010 Level 4.1 (\$43.08) or Level 5.1 (\$49.28) depending on skills and experience, plus 11.5% Superannuation and Salary Packaging available.

Note: This project is funded until 30 June 2027.

#### **Applications close Monday 3 March 2025**

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. Provide links or copies of at least two examples of graphic design and writing you have produced. Where possible, at least one example should relate to sex work.



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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 Resources Developer position will develop a range of materials and information to support sex workers' transition to decriminalisation in Queensland. By updating existing and creating new resources, web and training materials, the position will increase sex workers' awareness and knowledge of key sex work topics, including changes to the sex work policy and regulatory environment. Materials developed will contribute to staff knowledge so that peer education interactions support sex workers to understand their rights and responsibilities under decriminalisation.

### **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 graphic design, resources development and web/social media content
- Knowledge of the regulations and laws that will apply to sex work in Queensland
- Strong planning and time management skills
- Proofreading skills

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

- Skills in liaison with translators, printers etc
- Experience coordinating consultation on resources

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

### **Primary Duties and Responsibilities**

The Resources Developer role will be responsible for:

- Developing and updating a range of web-based and print materials and resources, including information sheets, training resources and social media content, info-graphics, posters, banners and brochures for sex workers;
- Developing materials for peer staff to assist sex workers to understand their rights and responsibilities in the new decriminalised environment;
- Creating and managing web content, taking accessibility factors into consideration;
- Coordinating consultation on drafts and maintaining version control;
- Fact-checking and proofreading all content;
- Coordinating the translation of materials into languages other than English;
- Targetting content and graphic design to a sex worker audience and a wide range of sex work workplaces;
- Working effectively as part of a diverse team, attending staff meetings and other training and participating in regular supervision;
- Undertaking regular reporting and data collation activities;
- Other work as directed by your supervisor; and
- Evaluation of project activities.



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### Key Selection Criteria

#### Essential

1. Sex work experience and a demonstrated understanding of the legal, social and health issues faced by sex workers.
2. Demonstrated graphic design, resources development, social media content creation and basic website design skills.  
*In order to demonstrate your skills please also provide links or copies of at least two examples of graphic design and writing you have produced. Where possible, at least one example should relate to sex work.*
3. Skills in targetting content and graphic design to a sex worker audience and a wide range of sex work workplaces.
4. Attention to detail and ability to proofread and ensure accuracy of content.
5. Knowledge of the regulations and laws that apply to sex work in Queensland.
6. Demonstrated ability to work independently with minimal supervision and cooperatively as part of a diverse team, and effectively resolve conflict.
7. Demonstrated strong oral and written communication skills.
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 and experience using Canva, In-design, Photoshop, Illustrator, Wordpress and G-Suite.
10. Skills necessary to liaise with multilingual team members, translators and format resources in multiple languages.

#### Desirable (but not essential)

11. Diploma in Graphic Design or similar.
12. Previous Resource Development role.



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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