



Workforce Development (WFD) Peer Application Package 2024

Position Details:

Workforce Development Peer Meanjin (Brisbane)

Part time, 7.5 hours per week.

Social Community Home Care and Disability Services (SCHCADS) Industry Award 2010

Level 4.1 (\$49.28) plus 11.5% Superannuation and Salary Packaging available.

Applications close Sunday 24 November, 2024

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

Email 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

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 or email.
2. A response to each of the key selection criteria, up to a maximum of one page for each topic. Describe your relevant knowledge and skills.
3. Include a copy of your resumé 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.



Workforce Development (WFD) Peer Application Package 2024

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



Workforce Development (WFD) Peer Application Package 2024

Purpose of the position

Workforce development training provided by Respect Inc aims to address the barriers sex workers experience when accessing mainstream services by developing networks and addressing stigma and discrimination commonly experienced by sex workers when accessing services. The Workforce Development (WFD) Peer will undertake a range of activities to support Respect's WFD program in order to increase sex workers' safety when accessing other services. These activities will include developing new workforce development training resources and promotional resources to suit a wide range of audiences for a range of organisations, agencies, their staff and other stakeholders. The role will also include working with the team to update existing WFD materials and collateral developed by Respect Inc, and deliver Respect Inc workforce development training.

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
- Knowledge of the stigma and discrimination sex workers face accessing services
- Skills to develop training and promotional materials
- Advocacy and representation skills to address systemic barriers
- Skills, experience and confidence in public speaking to a wide range of audiences

Additional skills and experiences considered valuable:

- Existing networks amongst sex work communities in Queensland
- A strong understanding of Queensland's laws as they relate to sex work
- Ability to network and create links with external organisations

The position will be based at the Meanjin (Brisbane) Respect Inc office. Some travel may be required.

Primary Duties and Responsibilities

The Workforce Development Peer will be responsible for:

- development of training presentations for service providers to reduce misinformation and stigma related to sex workers and resulting discrimination
- improving pathways for sex workers to access broader support services and government departments
- promotion of the training to external organisations across the NGO and private sectors, as well as government departments
- strengthening existing partnerships and developing new partnerships to enable a multi-sectoral support for sex workers



Workforce Development (WFD) Peer Application Package 2024

- attending sectoral events and contributing to increased awareness of the needs and experiences of sex workers
- engagement and training with police and other services to reduce the existing significant barriers to sex workers reporting crime and accessing protection
- 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

Key Selection Criteria

Essential

1. Sex work experience and a demonstrated understanding of the legal, social and health issues faced by sex workers.
2. Knowledge of (or the ability to rapidly acquire knowledge of) services and referral agencies, and ability to work collaboratively with other services.
3. Knowledge of the stigma and discrimination sex workers can face accessing services.
4. Demonstrated advocacy and representation skills to address systemic barriers.
5. Demonstrated communication skills, including interpersonal and written, within a range of environments.
6. Skills to develop training materials, promotional materials and deliver training to diverse audiences.
7. Skills to work effectively as part of a diverse team, problem solve and resolve conflict.
8. Demonstrated time management skills, organisational administration skills and ability to reflect on and improve work practice.
9. Skills (or the ability to rapidly acquire skills) in presentation writing, use of computer programs including G-Suite.
10. A Queensland driver's licence.



Workforce Development (WFD) Peer Application Package 2024

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