



Application Information Kit:
Outreach Worker
(for Trans & Gender Diverse Sex Workers)

2 days/week, permanent part-time

SCHADS Award Level 4.1

Applications close: 5pm 30 November 2023

TO APPLY:

1. Read the attached information outlining the position description, selection criteria, and position details.
2. Complete your application by including:
 - **A cover letter**
 - **A document in which you address the selection criteria.** This should be at least one page but no more than four pages. Under each criterion write any relevant knowledge, skills, abilities, training, and experience to demonstrate you meet that criterion. You can give specific examples where you have used your skills and abilities which relate to the specific criterion. Where the criterion asks for 'demonstrated' knowledge you must show and explain that you have this knowledge (as briefly as possible). If you fail to clearly illustrate that you have this knowledge it will be assumed that you do not meet that criterion.
 - **A copy of your curriculum vitae (CV)** that provides your personal details, qualifications and work history, including sex work. SWOP NSW endorses an affirmative action policy which 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.
 - **Two professional referees.** The name, email, and telephone contact details of two professional referees who can be contacted for a confidential verbal reference.
3. Submit your application to: employment@swop.org.au

Note: If you are interested in the position but unsure whether you meet the selection criteria please call SWOP NSW Outreach Manager on 0419 416 359.

Complete application must be submitted by 5pm 30 November 2023

Sex Workers Outreach Project, New South Wales (SWOP NSW) is the state's peer sex worker organisation and has been representing sex workers for over 35 years. SWOP NSW works to sustain low rates of STIs and BBVs, including HIV, and provides sex workers equitable access to health, safety, and human rights and legal and workplace protections.

JOB DESCRIPTION:

Position Overview

This position is responsible for the delivery of peer education, health promotion and community development activities, aimed at improving the health, wellbeing, safety, and rights of trans & gender diverse sex workers in NSW, including STI and BBV awareness.

This position will specifically target, but is not limited to, trans & gender diverse sex workers. You will work as part of an outreach team that provides outreach to private, brothel-based, street-based, and other sex workers across NSW, including developing culturally appropriate resource materials and fostering peer education strategies.

Position Detail

- Hours per Week: 14 (Part Time) – SOME EVENING & WEEKEND WORK REQUIRED
- Classification: SCHADS Award Level 4.1 (Salary Packaging available)
- Probation: in line with the SCHADS Award
- Rate of Pay: \$41.52 per hour plus superannuation and leave loading
- Position reports to: SWOP NSW Outreach Manager
- Location: 7/110 Botany Rd, Alexandria, NSW 2015 – SOME TRAVEL REQUIRED

Main Duties and Responsibilities

- Increase health, wellbeing, safety, and rights, and provide support for trans & gender diverse sex workers in NSW through:
 - Provision of peer education via regular outreach to sex workers in NSW. Outreach will occur at sex industry workplaces including but not limited to brothels, massage parlours, homes, hotels/motels and other private sex worker workspaces, and sex on premises venues. Online outreach will occur via sex worker advertising sites, hookup apps and social media platforms. You will also communicate with sex workers who contact SWOP NSW via social media, email, phone or in person at our office. Education provided will include HIV and other BBVs, STIs, AOD, Mental Health, WHS, Legal Rights and Responsibilities (in relation to the NSW sex industry).
 - The development and review of print and digital resources.
 - Participation in research, in collaboration with CEO and/or Outreach Manager, which increases access to health, wellbeing, safety, and rights for trans & gender diverse sex workers.
 - The development and implementation of a range of community engagement/development activities for trans & gender diverse sex workers.
 - The provision of safer sex and injecting equipment, combined with education about correct use and harm reduction strategies.
- Plan, schedule, deliver and evaluate health promotion activities/materials to achieve established goals in line with SWOP NSW objectives.

- Identify NSW trans & gender diverse sex work community needs, and provide appropriate support, information and referrals.
- Cooperate with SWOP NSW staff, NSW sex workers and other stakeholders to develop, assess and modify services to meet the needs of the trans & gender diverse sex workers.
- Participate in the development and maintenance of partnerships with other service providers, including provision of training, to ensure effective and coordinated responses to the needs of NSW sex workers, and to reduce stigma and discrimination.
- Actively participate in and contribute to internal and external meetings relevant to your project, representing the needs of NSW sex workers and advancing SWOP NSW advocacy priorities.
- Maintain appropriate and timely statistics, administrative records and written reports.
- Manage, support, train and evaluate volunteer workers.
- Actively participate in and contribute to an ongoing process of supervision, and professional development .
- Work in accordance with organisational policies and procedures.
- Perform other duties as requested by supervisor.

SELECTION CRITERIA:

Essential Criteria

1. Sex work experience, and a demonstrated understanding of the sex worker rights movement, particularly locally and nationally.
2. Knowledge and appreciation of the diversity of the NSW sex work community.
3. Commitment to sex work community development and engagement.
4. Demonstrated understanding of harm reduction approaches to BBVs, STIS and AOD in sex work settings, and how peer education aids this.
5. Demonstrated knowledge of key health, legal and other issues for trans & gender diverse sex workers and the sex industry in NSW, including PEP/PReP access.
6. Demonstrated strong written and oral communication skills.
7. Demonstrated ability to plan and prioritise workload to manage competing deadlines and meet organisational goals and deadlines.
8. Demonstrated ability to work collaboratively with a diverse team, and to work independently with minimal direction.
9. Demonstrated technological literacy, and experience using sex worker advertising sites.
10. A current NSW Drivers License or equivalent.

Desirable Criteria

11. Sex work outreach experience.

ADDITIONAL INFORMATION:

Orientation and training are provided for this role.

For more information about the role, please contact SWOP NSW Outreach Manager on 0419 416 359 / outreachmanager@swop.org.au