



**Australian  
Sex Workers  
Association**

Phone – 02 9517 2577  
Fax – 02 9517 2488  
Post – PO Box 854,  
Newtown NSW 2042  
Street – Suite 203, 1 Erskineville Road,  
Newtown NSW 2042  
Email – [info@scarletalliance.org.au](mailto:info@scarletalliance.org.au)  
Web – [www.scarletalliance.org.au](http://www.scarletalliance.org.au)  
ABN - 86 612 112 065

---

# Application Kit

## Tasmanian Sex Worker Project | Peer Education and Outreach Officer (CALD) (Mandarin, and/or Thai, and/or Korean and/or Cantonese)

### TO APPLY:

1. **Read the attached information** outlining the position description, criteria, and terms and conditions for employment.
2. **Complete your application by including:**
  - **Addressing the selection criteria.** Next to each of the ten points write any relevant knowledge, skills, abilities, training and/or experience to show 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 the criterion.
  - **A copy of your curriculum vitae (CV)** that provides your personal details, qualifications and work history, including sex work. Scarlet Alliance 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/or telephone contact details of two professional referees who can be contacted for a confidential verbal reference.

3. **Email you application to:**

Email: [ceo@scarletalliance.org.au](mailto:ceo@scarletalliance.org.au)

### Applications close:

Applications addressing the selection criteria that include a current CV and at least two (2) referees must be received by 5pm Friday 19th of November, 2021.

**Note:** if you are interested in the position but are unsure whether you have the skills or knowledge required, please call Andrew on 0451 835 897 to discuss or email [tas@scarletalliance.org.au](mailto:tas@scarletalliance.org.au)

## **POSITION TITLE | Peer Education and Outreach Officer (CALD), Tasmania**

This position will work within the Scarlet Alliance Tasmanian Sex Worker Project. The worker will fluently speak and write **Mandarin, and/or Thai, and/or Korean and/or Cantonese.**

### **POSITION OBJECTIVES**

The CALD Outreach Officer will contribute to the engagement of sex workers in the Tasmania Project and play an important part in progressing the Project's objectives.

### **ORGANISATION DESCRIPTION**

Scarlet Alliance, Australian Sex Workers Association Inc. is the national peak body representing sex workers and sex worker organisations, projects, groups and networks. Scarlet Alliance conducts projects in Australia and internationally. The organisation has a head office in Sydney as well as a project in Tasmania.

### **PROJECT OBJECTIVES AND DESCRIPTION**

The Scarlet Alliance Tasmanian Sex Worker Project aims to engage sex workers in Tasmania and through a health promotion framework, provide peer education, information, and support to both existing sex workers and new workers entering the industry. The project contributes to improving legal and social barriers and development of evidence based policy to improve rights for sex workers in Tasmania and increase social inclusion. The project will work with other relevant stakeholders in Tasmania to improve understanding of the issues impacting on sex workers and promote evidence based policy implementation.

### **ORGANISATIONAL RELATIONSHIPS**

This position is responsible to the Scarlet Alliance Tasmanian Project Coordinator. The position is also responsible to the Scarlet Alliance CEO.

### **RESPONSIBILITIES**

All duties conducted are to be guided by the Scarlet Alliance objectives.

The CALD Outreach Officer will be working directly with CALD and migrant sex workers by providing bi-lingual, culturally appropriate peer-education, support, advocacy and referral services. Services are provided both onsite and on outreach whilst maintaining the organisation's core values including:

- Provide holistic support, information, and peer education about safer sex practices within a health promotion framework, including information on best practice occupational health and safety practices for sex workers and our workplaces.
- Provide peer education, support, information, training, advocacy and referral services to CALD/migrant sex workers on issues that affect us including but not limited to; health, migration, legal, taxation, finance, employment, sexuality and identity, rights, safer injecting.
- Develop community development and engagement strategies to empower CALD/migrant sex workers to represent their issues and ensure CALD/migrant sex workers are involved at all levels of policy development, program planning and implementation and to promote CALD/migrant sex worker input into Scarlet Alliance TAS Sex Worker Project.

- Ensure the availability of a range of culturally appropriate, translated, written, visual and electronic resources for use with sex workers by contributing to the development of new resources and where appropriate, update and modify existing resources.
- Participate in the direct sale and distribution of a variety of safer sex products to sex workers, other sex industry participants and other members of the community.
- Develop and implement an outreach program, reflecting the specific needs of CALD/migrant sex workers in Tasmania, including maintaining regular contact through outreach.
- Develop, monitor and report on work plans and personal development plans.
- Provide strong leadership, advocacy and representation for CALD/migrant sex workers in TAS.
- Consult and liaise with other organisations, groups and services that have contact with CALD/migrant sex workers with a view to coordinating BBV, sexual health and support services for CALD/migrant sex workers.
- Develop and maintain effective data collection and record keeping practices.
- Contribute to national sex worker affairs via participation in Scarlet Alliance networking activities.
- Ensure work practices comply with the requirements of the relevant legislation and OH&S policies and procedures including Scarlet Alliance's Child Protection Policy.
- Conduct other duties as directed.

Health promotion and access to justice is the core focus of this position.

**Sex work experience, past or present, is essential.**

#### **HOURS**

While hours can vary for this part-time position, this position is 12 hrs per fortnight on Wednesdays, Thursdays and/or Fridays at times set by your supervisor. Scarlet Alliance work priorities and travel commitments may require variation.

#### **TRAINING**

The successful applicant will participate in orientation to the organisation and the role, handover and training from current staff.

Training includes online study with the Scarlet Alliance outreach training resource.

#### **POSITION LOCATION**

The position will be based at the Scarlet Alliance Hobart office located within the TasCAHRD offices at 319 Liverpool Street Hobart. Some evening and weekend work and regional and interstate travel may also be required at times.

#### **SALARY & CONDITIONS OF APPOINTMENT**

This is a part time position subject to ongoing funding and organizational change, The current funding agreement ends on 31<sup>st</sup> December 2022.

Staff are covered by the terms and conditions of the Social, Community, Home Care and Disability Services Industry (SCHADS) Award and the National Employment Standards.

The position will be paid at the equivalent of pro-rata (0.15) of the MA SCHADS Award Level 5, Pay Point 1 at \$42.94 per hour. Salary packaging is available to employees.

### **MISSION STATEMENT**

Through its objectives, policies and programs, Scarlet Alliance works to advance sex worker rights with the achievement of equality and social, legal, political, cultural, health and economic justice for past and present workers in the sex industry to enable sex workers to be self-determining agents, build our own alliances and choose where and how we live and work. The membership as a whole are the highest decision-making body of Scarlet Alliance.

#### **Scarlet Alliance's purposes are to:**

- (a) advance the health of past and present sex workers;
- (b) promote and protect the human rights of past and present sex workers; and
- (c) promote respect for sex workers and end all forms of discrimination against sex Workers.

#### **Scarlet Alliance's principal activity is health promotion for sex workers by, without Limitation:**

- (a) Working to guarantee the right of all sex workers to optimum occupational health and safety, including general health knowledge and safe work practices;
- (b) Actively promoting the right of all sex workers to work in whatever area of their chosen occupation, including street, brothel, escort, private and opportunistic work;
- (c) Enhancing the capacity of sex workers to be politically active, advance their rights, and build networks and organisations;
- (d) Playing an active role in Australia's response to HIV/AIDS, blood borne viruses and sexually transmitted infections, including peer education and harm reduction strategies for sex workers;
- (e) Disseminating sex industry related information
- (f) Providing training and education on issues relating to the Australian sex industry and migration of sex workers into Australia;
- (g) Lobbying for supportive legal, policy and administrative frameworks which do not discriminate against sex workers;
- (h) Challenging any government, legislation, regulations, rules, policies, processes or law enforcement practices which are discriminatory, repressive or fail to promote the rights and autonomy of sex workers;
- (i) Eradicating sex worker stereotypes and stigmatisation in the sex work community as well as the broader community;
- (j) Communicating the diversity of ideas, opinions and aspirations of past and present sex workers; and
- (k) Collaborating with international and local Sex Worker Rights groups that align with the Aims and Objectives of Scarlet Alliance.

<b>Application Form:</b> Scarlet Alliance Tasmanian Sex Worker Project, Peer Education and Outreach Officer (CALD), part time – 12 hours per fortnight.	
Name:	
Phone/Mobile Number:	
Email Address:	
Your address:	
Selection Criteria	Response – Outlining qualifications, experience, knowledge, skills and abilities
1. Outline you sex work experience	
2. Outline your understanding of sex worker issues.	
3. Demonstrate your ability to develop and deliver an appropriate and inclusive peer based response to the multiple needs of sex workers.	
4. Outline your communication skills and your ability to communicate with respect, discretion, and sensitivity while maintaining confidentiality in working with the diverse sex worker community.	
5. Outline your problem-solving skills and demonstrate your ability to actively seek alternatives and possible resolutions to encountered problems.	

6. Describe or give examples of your ability to effectively plan a workload and manage competing tasks.	
7. Outline your organisational and time-management skills and your ability to work with minimal supervision.	
8. What languages, other than English do you speak and write fluently?	
9. Provide examples of how you might engage CALD sex workers with the project	
10. A current drivers licence is essential. Do you hold a current drivers licence?	

<b>References</b>   Provide name and contact details for two people who will provide a reference for you.	
Referee 1:	
Referee 2:	

Email completed Application Form and CV (or list of recent t work history) to:

[ceo@scarletalliance.org.au](mailto:ceo@scarletalliance.org.au) by **5pm on 19th November, 2021**

Please direct any queries to Andrew on 0451 835 897 or [tas@scarletalliance.org.au](mailto:tas@scarletalliance.org.au)