



**Australian  
Sex Workers  
Association**

## **SCARLET ALLIANCE - APPLICATION KIT**

### **International Project Officer (PNG) (full time\*)**

\*Applicants who are unable to work full-time will be considered for this position.  
However, availability must be clearly indicated in the application.

#### **TO APPLY:**

1. Read the attached information outlining the position description, criteria, terms and conditions for employment.
2. Complete your application by including:
  - **At least one page addressing the selection criteria** (see page three for a list of the criteria).  
Under each criteria write any relevant knowledge, skills, abilities, training and experience that demonstrates that you meet the criteria. You can give specific examples where you have used your skills and abilities, which relate to the specific criteria. Where the criteria 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 criteria.
  - **A copy of a 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 criteria. 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. Send or email your application to:  
  
Email - [janelle.fawkes@scarletalliance.org.au](mailto:janelle.fawkes@scarletalliance.org.au)  
or  
post - Confidential, The Manager, Scarlet Alliance, P. O. Box 261,  
Darlinghurst NSW 1300.

**Applications Close:** Applications addressing the selection criteria along with a current C.V. and at least two (2) referees must be received by **close of business on 12th June, 2007.**

## **POSITION TITLE – International Project Officer (PNG) (full time\*)**

\*Applicants who are unable to work full-time will be considered for this position. Availability must be clearly indicated in the application).

### **ORGANISATION DESCRIPTION**

Scarlet Alliance, the 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.

### **PROJECT DESCRIPTION**

The Scarlet Alliance project acts as a catalyst for the development of an autonomous PNG sex worker community network, assisting PNG sex workers to develop self-determined responses to HIV/AIDS. This three year project is to be completed by May 2008 and works in partnership with Save the Children in Papua New Guinea [SCiPNG].

The project aims to:

1. work with PNG sex workers to establish a sex worker community network
2. increase the capacity of NGOs, government departments and other service providers to provide effective support to PNG sex workers
3. improve the capacity of the PNG sex worker community to mobilise a community response to HIV
4. increase leadership and peer education capacity of PNG sex worker communities.

### **ORGANISATIONAL RELATIONSHIPS**

This position is responsible to the Scarlet Alliance Manager.

This position may be responsible for supervision, training and mentoring of staff and/or volunteers.

### **RESPONSIBILITIES**

The International Project Officer (PNG) will:

- Work closely with sex worker communities of PNG.
- Support PNG sex worker communities using community development principles to build strong networks in order to participate in a response to HIV/AIDS and STIs.
- Share technical expertise, through both formal mechanisms such as workshops and training and informal mechanisms such as mentoring of PNG sex workers, to develop community development and leadership skills.
- Work with PNG sex workers to provide training, and technical advice to service providers in order to strengthen the knowledge and skills of government agencies, NGOs and communities to improve their capacity to provide effective services to sex workers, improving sex workers access to, and involvement in, services.

- Conduct community education with PNG service providers, government agencies and the general community aimed at reducing discrimination against sex workers.
- Assist the development of leadership and peer education capacity among sex worker communities.
- Work collaboratively with the partner organisation, Save the Children in Papua New Guinea (SCiPNG),
- Develop project evaluation mechanisms and undertake that evaluation in consultation with the Scarlet Alliance Manager.
- Provide education and training opportunities to PNG sex workers and project staff.
- Support the PNG sex worker network to meet legal requirements and achieve autonomous funding.
- Assist in the identification of key issues and development of responses to issues affecting the development of a sex worker community based response to HIV/AIDS in PNG.
- Plan, develop and coordinate program activities in Australia and PNG in consultation with the manager and co-worker/s.
- Develop educational resources in collaboration with the Communications Officer.
- Contribute to advancing the aims and objectives of Scarlet Alliance.

**KEY SELECTION CRITERIA (Qualifications, Experience, Skills and Abilities):**

***Essential***

1. Sex work experience and demonstrated understanding of sex worker issues.
2. Demonstrated understanding of the principles of health promotion and sex worker peer education. Experience in providing sex worker peer education.
3. Demonstrated understanding of the principles of sex worker community development and demonstrated sex worker community development experience.
4. Experience in planning and implementing training and community education to a diverse range of participants.
5. Knowledge and experience of the Australian response to HIV/AIDS.
6. Demonstrated cross-cultural skills and knowledge and demonstrated knowledge of culturally appropriate work practices.
7. Demonstrated excellent organisational, time-management and reporting skills and the ability to work with minimal supervision.

8. Demonstration of ability to work collaboratively and as part of a small team.
9. Ability to develop and foster networks and collaborate with a range of stakeholders.
10. A desire and willingness to work with sex workers and People Living With HIV/AIDS.

### ***Desirable***

- An understanding of the ways in which international development might impact on regional HIV/AIDS responses.
- A basic knowledge of and/or interest in learning Tok Pisin.

### **POSITION LOCATION**

The position can be based at the Scarlet Alliance Sydney office, requiring extended intervals in Papua New Guinea.

Applicants from outside of Sydney or NSW may still apply however the role will require travel to, and work at the Sydney Scarlet Alliance office, as well as some work from an established home office, and extended intervals in Papua New Guinea.

Any re-location costs for applicants considering moving to Sydney must be met by the applicant.

Some evening and weekend work and interstate travel may also be required.

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

**This position is offered as a fixed term of employment until May, 2008.** The position will be paid at a Level 5. Staff are employed by Scarlet Alliance under the NSW SACS award or equivalent State award.

Note: This Position Description includes an attached copy of Scarlet Alliance's objectives.

## **MISSION STATEMENT**

**Through its objectives, policies and programs, Scarlet Alliance works to achieve equality, social, legal, political, cultural and economic justice for past and present sex workers in order for sex workers to be self-determining agents, building their own alliances and choosing where and how they live and work.**

### **3. OBJECTS**

The objects for which Scarlet Alliance is established are:

- (a) To promote the civil and human rights of past and present sex workers and to work toward ending all forms of discrimination against them;
- (b) To lobby for legal and administrative frameworks which do not discriminate against sex workers;
- (c) To challenge any government at any time when and where it implements legislation, regulations, rules, policies or law enforcement practices which are discriminatory and/or repressive to the rights and autonomy of sex workers;
- (d) To actively promote the right of all sex workers to work in whatever area of their chosen occupation, including street, brothel, escort, private and opportunistic work;
- (e) To actively work towards guaranteeing the right of all sex workers to optimum occupational health and safety provisions. This will promote conditions where safe sex and general health knowledge can be converted to safe work practices. Furthermore, challenge any legislation, policy or process which does not so promote the rights of the worker;
- (f) To strive to eradicate sex worker stereotypes and stigmatisation in the popular consciousness and to communicate the diversity of ideas, opinions and aspirations of past and present sex workers;
- (g) To liaise with international sex worker rights groups in the development of regional and international networks, programs and objectives;
- (h) To support sex workers and sex worker organisations to become more politically active;
- (i) To enhance the capacity of sex workers to participate in advancing their rights and build networks & organisations;
- (j) To gather and disseminate sex industry related information to members.

These objects are undertaken in order to advance sex worker rights.