



South Australian Sex Industry Network



SIN & SCARLET ALLIANCE- APPLICATION KIT

**SIN Culturally and Linguistically Diverse (CALD) Project Worker -Bilingual -
Cantonese or Mandarin and English -part time fixed term (10 hours per week)
– 12 month Contract**

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 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. 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. Send or email your application to:

Email – manager@sin.org.au
or
Post - Confidential, The Manger, SIN, PO Box 7072 Hutt Street,
Adelaide SA 5000.

Applications Close: Applications will close in May. Please submit your application addressing the selection criteria along with a current C.V. and at least two (2) referees ASAP.

Note: if you are interested in the position but unsure whether you meet the selection criteria please call the SIN Manager, Sharon, on (08) 8351 7626 to discuss.

SIN CALD Project Worker -Bilingual - Cantonese or Mandarin and English -part time fixed term (10 hours per week) – 12 month Contract

ORGANISATION DESCRIPTION

Formed in 1989, SIN is the South Australian Sex Industry Network. SIN is a peer sex worker organisation, run by sex workers for sex workers. SIN promotes and advocates for the health rights and well being of sex workers in S.A. SIN provides outreach, peer education, advocacy, information and support to all S.A. sex workers, including targeted services through the male, CALD/migrant, trans and gender diverse and street work projects.

Scarlet Alliance, Australian Sex Workers Association, the peak national body representing sex workers and sex worker organisations in Australia will auspice SIN and support SIN's transition to operate as an autonomous sex worker organisation.

ORGANISATIONAL RELATIONSHIPS

This position is responsible to the SIN Project Coordinator, the SIN Manager and the Scarlet Alliance Chief Executive Officer.

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

RESPONSIBILITIES

All duties conducted are to be guided by the Scarlet Alliance objectives & the SIN Values and Vision document.

The SIN CALD Project Worker 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 Work Health and Safety (WH&S) 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 SIN.
- 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 South Australia, 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 S.A. This may include representing SIN on committees or other forums and to other relevant organisations in the Sexually Transmitted Infections (STI) and Blood Borne Viruses (BBV) including HIV sector, and in the wider community, as well as contributing to the development, policy, planning and evaluation of the broader SIN program.
- Consult and liaise with other organisations, groups and services that have contact with CALD/migrant sex workers with a view to coordinating STI and BBV including HIV support services for CALD/migrant sex workers. This will include regular contact with the Scarlet Alliance Migration Project.
- 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 WH&S policies and procedures, including Scarlet Alliance's Child Protection Policy.
- Conduct other duties as directed.

The SIN CALD Project Worker will act on behalf of SIN, within the authority delegated to this role, in order to undertake the duties outlined above and ensure work practices comply with the requirements of the relevant legislation and WH&S policies and procedures.

POSITION LOCATION

The position is based at the SIN office, 220 South Road Mile End, South Australia with regular outreach to CALD/migrant sex workers.

SALARY & CONDITIONS OF APPOINTMENT

This position is a fixed term contract ending on 12 months after commencement date and is offered subject to ongoing funding or organisational change.

This is a part-time fixed term position (10 hours/week) paid at the Social, Community, Home Care and Disability Services Industry Award 2010 Level 4 and subject to the National Employment Standards.

The position at times requires significant out of hours work consistent with responsibilities. Some inter/intrastate travel may be required.

TRAINING

The successful applicant will participate in orientation to the organisation and the role.

SIN and Scarlet Alliance will provide opportunities for training and mentoring throughout the period of employment in order for the staff member to gain skills and competencies applicable to their role.

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

Essential

1. Sex work experience and demonstrated understanding of sex worker issues, the principles of human rights and sex worker rights.
2. Demonstrated understanding and knowledge of the current issues related to the diversity of sex worker populations in South Australia, and a high level of understanding of the current issues for CALD/migrant sex workers in South Australia.
3. Personal experience of issues that affect CALD/migrant sex workers.
4. Demonstrated knowledge of relevant theory and practice as it relates to health promotion approaches, STI and BBV including HIV prevention for CALD/migrant sex workers, including community development, peer education, enabling environments and harm reduction.
5. Demonstrated experience or ability to identify, assess and meet resource and information needs.
6. Commitment to promoting sex worker empowerment, community ownership, sex worker representation and self-determination as key health promotion approaches.
7. Bilingual language skills (spoken, written, comprehension) Cantonese or Mandarin and English.
8. Effective oral and written communication skills; organisational, time-management and reporting skills.
9. Demonstrated ability to work independently with minimal supervision and cooperatively within a team.
10. Demonstrated cross-cultural skills and knowledge and demonstrated knowledge of culturally appropriate work practices.
11. A desire and willingness to work with sex workers, people who speak English as a second language, people who inject drugs and people living with HIV.
12. Current driver's licence.

Desirable (but not essential)

1. Experience in a community based organisation and in working with volunteers.
2. An understanding of migration and anti-trafficking policy in Australia and the ways these policies impact on sex workers.

Note:

This Position Description includes an attached copy of the objects of both SIN and Scarlet Alliance.



SIN's Mission

The Sex Industry Network's purpose is to work with and for sex workers by providing reliable, consistent and efficient support, peer education and advocacy. SIN is committed to being accountable to the sex worker community and maintaining a safe, relaxed and accessible place for sex workers.

SIN promotes sex worker pride and empowerment by:

- acknowledging the legitimacy and value of sex work
- being a strong, supportive organisation which is widely recognised both within the sex industry and beyond
- generating an exciting, energetic and dynamic environment in which sex workers are treated with dignity and affirmation.

SA Sex Industry Network Objectives

SIN aims:

1. To build a sense of community and shared culture among sex workers
2. To equally value the social change and service provision roles of SIN
3. To support South Australian sex workers in seeking to change discriminatory social attitudes, laws and practices
4. To promote the health and well-being of sex workers in a holistic way
5. To network and collaborate with sex worker organisations in Australia and internationally
6. To facilitate networking and peer support among sex workers in South Australia
7. To provide quality, user-friendly on-site information, resources, advocacy and support services to sex workers
8. To provide personalised, culturally-appropriate outreach services offering information, resources, advocacy and support to marginalised sex workers
9. To operate in a manner that ensures ownership by, and accountability to, South Australian sex workers
10. To develop and maintain a strong, sex worker-driven, autonomous organisational identity
11. To develop and maintain a passionate, valuing peer culture within SIN

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.

1. 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;
- (k) To play an active role in Australia's response to HIV/AIDS, including supporting peer education and harm reduction strategies for sex workers;
- (l) To provide training and education on issues relating to the Australian sex industry and the migration of sex workers into Australia; and
- (m) To present up to date information on sex work issues at national and international forums.

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