



SCARLET ALLIANCE - APPLICATION KIT

**Vixen Counsellor – part time (0.2 EFT – 7.5 hours per week) –
6 month contract**

TO APPLY:

1. Read the attached information outlining the position description, criteria, and terms and conditions for employment.
2. Complete your application by including:
 - **At least one page addressing the selection criteria** (see page 3 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. Email your application to:

Email – ceo@scarletalliance.org.au

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 4th February, 2022.**

Note: if you are interested in the position but unsure whether you meet the selection criteria, please call Jules on 0411 985 135 to discuss.

**POSITION TITLE – Vixen Counsellor,
part-time (0.2 EFT - 7.5 hrs/week) – 6 month contract**

ORGANISATION DESCRIPTION

Vixen is Victoria's peer-only sex worker organisation, and member of Scarlet Alliance, Australian Sex Workers Association. Vixen promotes the cultural, legal, human, occupational and civil rights of all sex workers, and have been leading the Victorian campaign for the [full decriminalisation of sex work](#) for many years.

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

ORGANISATIONAL RELATIONSHIPS

This position is responsible to the Vixen Manager and the Scarlet Alliance Chief Executive Officer.

POSITION DESCRIPTION

The Vixen Counsellor will deliver short-term therapeutic counselling to sex workers in Victoria. This position will be responsible for contributing to the development of the Vixen counselling program, and will support work to improve sex workers' equitable access to relevant services.

The position requires experience in sex work and therapeutic counselling, and high-level organisational and communication skills.

RESPONSIBILITIES

All duties conducted are to be guided by Scarlet Alliance's Purposes and Principal Activity.

The Vixen Counsellor will be working directly with sex workers by providing counselling by appointment. Services are provided on-site and online. Responsibilities will include:

- Providing counselling to sex workers on a wide range of issues, including matters concerning their health, wellbeing, and psychosocial needs.
- Providing short-term therapeutic counselling interventions, crisis counselling, and brief interventions for sex workers face-to-face, virtually, and via phone. Determining the form of intervention collaboratively with sex workers in order to meet their needs.
- Supporting sex workers with referrals to other services, and advocating to service providers on behalf of sex workers when necessary, in alignment with sex worker rights principles.
- Contributing to the development of the Vixen counselling program.
- Working in coordination with Vixen peer educators and other staff members as needed.
- Maintaining appropriate and timely statistics, administrative records, and written reports.
- Ensuring work practises comply with the requirements of the relevant legislation and WH&S policies and procedures, including Scarlet Alliance's Child Protection Policy.

POSITION LOCATION

The position is based at the Vixen office in North Melbourne.

SALARY & CONDITIONS OF APPOINTMENT

This is a 6 month part-time position offered subject to ongoing funding or organisational change.

This is a part-time position 0.2 EFT (7.5 hours/week) paid at the Social, Community, Home Care and Disability Services Industry Award 2010 Level 6.1, (\$46.91 per hour, 0.2 pro rata of \$92,694.16 per annum) and subject to the National Employment Standards. Salary packaging is available.

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

Essential

1. Sex work experience and a demonstrated understanding of issues affecting sex workers in Victoria, the sex worker movement in Australia, and the principles of human rights and sex worker rights.
2. Relevant professional qualifications in counselling such as social work, counselling, psychology, or a related field.
3. Demonstrated experience and developed skills in individual counselling and therapeutic frameworks, including strong trauma-informed, person-centred, and psychosocial approaches.
4. Demonstrated experience and/or sound understanding of peer education, peer support, and harm reduction approaches.
5. Highly-developed organisational and time management skills, high level written and oral communication skills, and strong computer skills including word processing and file management.
6. An ability to analyse and act upon complex situations in an appropriate and effective manner.
7. Demonstrated ability to work independently with minimal supervision, and cooperatively within a team.
8. A desire, willingness and ability to work with other sex workers, people from culturally and linguistically diverse backgrounds, people who inject drugs, trans and gender diverse people, and people living with HIV.

Desirable (not essential)

1. Experience in or sound understanding of community-based organisations

Note: This Position Description includes an attached copy of Scarlet Alliance's Purposes and Principal Activity.

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 and principal activity

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;
- (k) Collaborating with international and local Sex Worker Rights groups that align with the Aims and Objectives of Scarlet Alliance.