

SWOP

SEX WORKERS OUTREACH PROJECT NSW

APPLICATION KIT

Senior Project Lead

Research, Training and Peer Participation

Classification	SCHADS Level 6.1
Employment status	Fixed-term position, funded through the rollover program to 30 June 2027
Location	SWOP NSW Office, Suite 7, 110 Botany Road, Alexandria
Applications close	COB 14 October 2026
Interviews	Interviews are expected to be held during the week commencing 19 October 2026

How to apply

Please read this application kit and the position description before preparing your application. Your application should include:

- a cover letter explaining your interest in the position;
- a response addressing each essential selection criterion, using relevant examples;
- a current curriculum vitae (CV), including relevant qualifications and work history; and
- the names, email addresses and telephone numbers of two professional referees who may be contacted for a confidential verbal reference.

Submit your application to: employment@swop.org.au

Questions about the position: **Kerrie Jordan, Chief Executive Officer** on e: ceo@swop.org.au or m: **0407 709 947**

About SWOP NSW

SWOP NSW is an independent, peer-led sex worker organisation committed to advancing the health, rights and equality of sex workers across New South Wales.

Originating from the pioneering Australian Prostitutes Collective NSW, the first sex worker organisation in the world to receive government funding in 1985, SWOP was established under ACON in the late 1980s and achieved full independence in 2014, continuing more than 35 years of peer-led leadership and community advocacy.

About the position

The Senior Project Lead - Research, Training and Peer Participation provides specialist contribution and oversight across three defined areas of organisational development funded through SWOP NSW's rollover program.

- Building and sustaining the partnerships, governance arrangements, evidence base and funding readiness required to progress a future LASH research program.
- Ensuring the Sex Worker Inclusion Training program is completed, quality assured and positioned for sustainable business-as-usual delivery.
- Developing a structured and safe organisational approach to peer participation, where capacity permits and the first two priorities remain on track.

The role operates with a high degree of independence within approved priorities, budgets, delegations and project governance arrangements. It translates strategic objectives into well-governed work programs, maintains strong stakeholder relationships, ensures appropriate quality and evidence standards, and provides clear, decision-ready advice to the Chief Executive Officer.

Position details

Position title	Senior Project Lead - Research, Training and Peer Participation
Reports to	Chief Executive Officer
Direct reports	Nil
Classification	SCHADS Level 6.1 plus superannuation and generous salary packaging
Hours	0.6 FTE (3 days per week, 22.8 hours per week)
Term	Fixed-term position funded through the rollover program from start date to 30 June 2027
Location	SWOP NSW Office, Suite 7, 110 Botany Road, Alexandria
Probation	A six-month probation period applies

Position objective

The Senior Project Lead - Research, Training and Peer Participation provides specialist contribution and oversight across three defined areas of organisational development funded through SWOP NSW's rollover program.

The position is responsible for building the partnerships, governance arrangements, evidence base and funding readiness required to progress a future LASH research program; completing and transitioning the Sex Worker Inclusion Training program into sustainable delivery; and developing a structured and safe organisational approach to peer participation.

The priorities are sequenced: LASH partnership and external funding development is the first priority, SWIT completion is the second priority, and peer participation is the third priority, to be progressed only where capacity permits and the first two areas remain on track.

Key accountabilities

1. Research partnership and funding development

- Build and maintain productive research, health, community and funding relationships that support development of the LASH research program.
- Coordinate SWOP NSW recognition and participation in research partnership formation, concept development and funding readiness.
- Embed sex worker leadership, lived experience and community accountability in research development and governance.
- Support development of a rigorous, feasible and fundable research proposition aligned with SWOP NSW priorities and relevant public health objectives.
- Identify and progress appropriate external research funding opportunities in collaboration with research partners and the CEO.
- Provide high-quality advice to the CEO on research opportunities, partnership issues, funding pathways, risks and decisions requiring approval.

2. Training program quality and sustainability

- Complete and consolidate the Sex Worker Inclusion Training program within approved scope, timing and funding requirements.
- Ensure training content, learning design and evaluation arrangements are coherent, evidence-informed, accessible and appropriate for intended audiences.
- Maintain clear quality assurance, review, version control and approval arrangements for training products.
- Keep peer expertise and lived experience central while maintaining appropriate clinical, legal, policy and instructional-design standards.
- Consult with the Policy and Advocacy Manager to establish sustainable operating arrangements for ongoing delivery, maintenance and evaluation.

3. Peer participation framework development

- Consult with the Community Support Manager to develop a structured, safe and sustainable approach to peer participation, subject to priority and capacity.
- Establish clear principles, role boundaries, governance, support, safety and accountability arrangements.
- Distinguish paid work, volunteering, consultation, advisory participation and other forms of contribution.
- Identify and appropriately manage legal, industrial, work health and safety, privacy, safeguarding and reputational considerations.

- Provide recommendations to the CEO on whether and how peer participation arrangements should be implemented, tested or further developed.

4. Project governance, planning and accountability

- Maintain clear scope, accountabilities, milestones, dependencies, risks, issues, decisions and approval points.
- Monitor progress against agreed priorities and advise the CEO promptly where delivery, scope, budget or capacity risks arise.
- Maintain accurate, current project records in approved organisational systems.
- Operate within SWOP NSW delegations, financial controls, approval pathways, external communications requirements and information-management standards.
- Provide concise, decision-ready reporting and recommendations.

5. Stakeholder and community engagement

- Engage sex workers and peer contributors in ways that are respectful, safe, transparent and proportionate to the purpose of the work.
- Build collaborative relationships within SWOP NSW and with research institutions, NSW Health services, government agencies, sector organisations and community partners.
- Ensure stakeholder engagement supports rather than substitutes for clear organisational decision-making and accountability.
- Represent SWOP NSW professionally in approved project and partnership settings.
- Accurately represent consultation findings and stakeholder views, and distinguish them from evidence, organisational positions and formal decisions.

6. Research, evidence and quality

- Ensure research, training and organisational outputs are evidence-informed, representative of peer voices and experiences, appropriately qualified and suitable for external scrutiny.
- Apply sound research and analytical judgement when interpreting evidence, consultation findings, stakeholder perspectives and lived experience.
- Recommend when specialist legal, clinical, research, instructional-design or other advice is required.
- Support evaluation and continuous improvement across the role's workstreams.
- Maintain appropriate confidentiality, ethical practice, data stewardship and community accountability.

7. Organisational contribution and other duties

- Work collaboratively with managers and staff while maintaining clear accountability for responsibilities assigned to the role.
- Model professional, ethical and values-based behaviour consistent with SWOP NSW's peer-led purpose.
- Contribute specialist research, training and project-development expertise to organisational planning where relevant.
- Undertake other duties consistent with the scope, classification and purpose of the position as reasonably directed by the CEO.

Qualifications and selection criteria

Qualification

- A completed PhD in a relevant field.

Essential selection criteria

1. Lived experience of sex work and the capacity to apply that lived experience within a professional, peer-led organisational context.
2. Demonstrated advanced research capability, including research design, evidence appraisal, analysis and the preparation of high-quality written outputs.
3. Demonstrated experience developing research partnerships and progressing complex research or funding opportunities with academic, health, government and community stakeholders.
4. Demonstrated ability to lead complex projects with a high degree of independence, including setting priorities, maintaining governance and accountability, managing risk and providing clear advice to senior decision-makers.
5. Demonstrated understanding of sex worker rights, health, safety, stigma and discrimination, structural determinants of health and peer-led practice.
6. Demonstrated capability in training, education or knowledge translation, including quality assurance, evaluation and the development of sustainable delivery approaches.
7. Strong stakeholder engagement, consultation, facilitation and communication skills, with the ability to work respectfully and effectively with internal team members, diverse sex worker communities and external partners.

Desirable criteria

- Experience contributing to NHMRC or other competitive research grant applications and/or research governance and ethics processes.
- Experience with community-based participatory research, peer-led research, or the design of safe and meaningful peer or community participation frameworks.
- Established knowledge of NSW Health, relevant research institutions, sex worker sector organisations or other networks relevant to the role.

Preparing your selection-criteria response

Address each essential selection criterion separately. Explain your relevant knowledge, skills and experience and provide specific examples showing how you have applied them. Keep your response clear, concise and focused on the requirements of the position.

Maximum length: ½ page per criterion

Recruitment and accessibility

SWOP NSW values sex worker leadership and is committed to an inclusive and accessible recruitment process. Information provided by applicants will be handled confidentially and shared only with people involved in the recruitment process, subject to legal and organisational requirements.

For reasonable adjustments or accessible recruitment arrangements, contact:

Kerrie Jordan, Chief Executive Officer

E: ceo@swop.org.au

M: 0407 709 947

Approval and version control

Document owner	Chief Executive Officer
Approved by	Kerrie Jordan
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