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POSITION TITLE: Vixen Culturally and Linguistically Diverse (CALD) Project Worker – Chinese background

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 will report directly to the Vixen Coordinator and has no direct reports. However, this position may assist with supervision, training and mentoring of staff and/or volunteers at Vixen.

POSITION OBJECTIVE

This position is responsible for working directly with culturally and linguistically diverse sex workers by providing effective and efficient peer-education, support, advocacy, and referral services. Services are provided both on-site and on outreach whilst maintaining the organisation's core values. All duties conducted are to be guided by Vixen's vision, mission statement, organisational objectives, strategic directions, and policies and procedures as well as Scarlet Alliance's Purposes, Principal Activity and policies and procedures.

KEY RESPONSIBILITIES:

- 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 trans and gender diverse sex workers on issues that affect them including but not limited to: health, migration, legal, taxation, finance, employment, sexuality and identity, rights, and safer injecting.

- Develop community engagement and development strategies to empower culturally and linguistically diverse sex workers to represent their issues, ensure culturally and linguistically diverse sex workers are involved at all levels of policy development, program planning, and implementation and to promote culturally and linguistically diverse sex worker input into Vixen.
- 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, updating and modifying existing resources.
- Participate in the distribution of a variety of safer sex products to sex workers, and other sex industry participants.
- Develop and implement an outreach program, reflecting the specific needs culturally and linguistically diverse sex workers in Victoria, including maintaining regular contact through outreach.
- Develop, monitor and report on work plans and personal development plans.
- Provide strong leadership, advocacy and representation for culturally and linguistically diverse sex workers in Victoria. This may include representing Vixen on committees or other forums and to other relevant organisations in the HIV sector and in the wider community as well as contributing to the development, policy, planning, and evaluation of the broader Vixen program.
- Consult and liaise with other organisations, groups, and services that have contact with Culturally and Linguistically Diverse sex workers with a view to coordinating HIV, BBV, STI, and social support services for culturally and linguistically diverse sex workers.
- Develop and maintain effective data collection and record-keeping practices.
- Contribute to national sex worker affairs through participation in Scarlet Alliance’s networking activities.
- Ensure work practices comply with the requirements of the relevant legislation and OHS policies and procedures including Scarlet Alliance’s Child Protection Policy.
- Engage in accountability measures such as relevant internal approvals and file management.
- Actively participate in continuous learning and improvement in all aspects of the position.
- Participate in the Scarlet Alliance team in a constructive way, using communication and group work skills.
- Take direction and participate in supervision.
- Perform any other duty as directed by the Vixen Coordinator and Scarlet Alliance.
- Carry out all work for this role in line with Scarlet Alliance’s vision, mission, aims and objectives, policies and procedures and Occupational Health and Safety (OHS) requirements.

KEY SKILLS AND EXPERIENCE:

Qualifications Required:

- Current driver licence (preferred).

Experience/Skill Level Required:

- Sex work experience and demonstrated understanding of the principles of human rights and sex worker rights.
- Personal experience of issues that may affect culturally and linguistically diverse sex workers.
- Strong Chinese language skills.
- Strong computer skills including Google Workspace, Microsoft Office, file management, internet and email.

- Demonstrated understanding and knowledge of the current issues related to the diversity of sex worker populations in Victoria, and a high-level understanding of the current issues for culturally and linguistically diverse sex workers in Victoria.
- Demonstrated knowledge of relevant theory and practice as it relates to health promotion approaches and HIV prevention for culturally and linguistically diverse sex workers, including community development, peer education, enabling environments, and harm reduction.
- Demonstrated experience or ability to identify, assess, and meet resource and information needs.
- Commitment to promoting sex worker empowerment, community ownership, sex worker representation, and self-determination as key health promotion approaches.
- 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.
- Willingness to travel inter/intrastate and be available to work outside of standard business hours.

Aptitude and Interpersonal Skills Required:

- Demonstrated ability to work independently with minimal supervision and cooperatively within a team.
- Demonstrated cross-cultural skills and knowledge and demonstrated knowledge of culturally appropriate work practices.
- Ability to develop and foster networks and collaborate with a range of stakeholders.
- Effective oral and written communication skills; organisational, time-management and reporting skills.
- Effective influencing and interpersonal skills.
- High level of attention to detail.

Key Performance Indicators

- Increased involvement of culturally and linguistically diverse sex workers.
- Outreach and peer education data is collected and collated on time.
- Maintain high-quality relationships with Vixen and Scarlet Alliance staff and community members.
- Making excellent judgments about priorities and managing those priorities.
- Effectively responding to potentially sensitive issues and knowing when and how to engage management's support and when to escalate matters to the CEO.
- Completion of duties in an efficient and effective manner.