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

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, is auspicing Vixen and supporting Vixen's transition to operate as an autonomous sex worker organisation.

ORGANISATIONAL RELATIONSHIPS

This position will report directly to the Vixen Coordinator and is not responsible for supervising any staff. However, this position may assist with training and mentoring 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, peer-support, advocacy and referral services. Services are provided both on-site (from the Vixen office) and on outreach. An integral aspect of the position involves reflecting and maintaining the organisation's core values and approaches.

KEY RESPONSIBILITIES:

- Provide peer education, support, information, training, advocacy, and referrals to Culturally and Linguistically Diverse sex workers on issues that affect them, including, but not limited to: health, migration, legal, taxation, finance, employment, sexuality and identity, rights, and harm reduction strategies (e.g safer injecting).
- Provide holistic support, information, and peer education about safer-sex practices within a peer health promotion framework, including information on

best practice occupational health and safety practices for sex workers operating in diverse workspaces.

- Develop community development, community engagement, and community mobilisation strategies to empower Culturally and Linguistically Diverse sex workers to represent issues that directly impact the community. This includes ensuring Culturally and Linguistically Diverse sex workers are involved at all levels of policy development; program planning, implementation, and evaluation; and promoting Culturally and Linguistically Diverse sex worker input into Vixen's work.
- 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 safer sex and harm reduction prophylaxis to sex workers across all areas of the sex industry.
- Develop and implement a multi-pronged outreach program reflecting the specific needs of Culturally and Linguistically Diverse sex workers in Victoria, including maintaining regular contact through outreach.
- Develop, monitor, and report on work plans and capacity development plans relevant to the role.
- Provide strong leadership, advocacy, and representation for Culturally and Linguistically Diverse sex workers in Victoria. This may include representing Vixen on committees, and within other forums including collaborating with other relevant organisations in the HIV sector and in the wider community. Actively contributing to the development, policy, planning, and evaluation of Vixen's broader work.
- 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.
- Maintain effective data collection and record-keeping practices.
- Contribute to the national sex worker network through active participation in Vixen and Scarlet Alliance activities.
- Ensure work practices comply with the requirements of the relevant legislation and Occupational Health and Safety (OHS) policies and procedures, including Scarlet Alliance's Child Protection Policy.
- Engage in accountability measures such as adhering to relevant internal approvals processes, ensuring high quality file management, and maintaining effective internal organisational communication.
- Actively participate in continuous learning and improvement within all aspects of the position.
- Participate in the Vixen and Scarlet Alliance team in a constructive way, using communication and group work skills.
- Take direction and participate in regular supervision and project tracking meetings.
- Perform other duties as directed and required by the Vixen Coordinator and Scarlet Alliance.

- Carry out all work for this role in line with Scarlet Alliance and Vixen's vision, mission, aims and objectives, policies and procedures and OHS requirements.

KEY SKILLS AND EXPERIENCE:

Experience/Skill Level Required:

- Culturally and Linguistically Diverse sex work experience and demonstrated understanding of the principles of human rights and sex worker rights.
- Computer skills including Google Workspace, 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, including sex workers from culturally and linguistically diverse backgrounds, sex workers who inject drugs, trans and gender diverse sex workers, and sex workers 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 environment.
- 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 interpersonal skills.
- High level of attention to detail.

Key Performance Indicators

- Increased involvement of Culturally and Linguistically Diverse sex workers with Vixen.
- Outreach and peer education data is collected and collated on time.
- Maintain high-quality relationships with sex workers accessing Vixen, other Vixen + Scarlet Alliance staff, and the broader sex worker community.
- Making sound judgments about priorities and implementing strategies to manage those priorities.
- Effectively responding to potentially sensitive issues and making informed judgement calls and decisions, including knowing when and how to engage support from your supervisor.
- Completion of duties in an efficient and effective manner for the benefit of the sex worker community.