

Why Join Our Team?

At Children by Choice, **we believe in creating a world where everyone has the freedom to make their own reproductive choices.** As a **proudly feminist organisation**, we're leading the way in reproductive rights and gender equity across Queensland—and we're looking for passionate, values-driven people to join us on this exciting journey!

Imagine coming to work every day knowing you're making a real difference. We're a team that's deeply committed to creating positive change, offering all-options pregnancy counselling, wraparound support, education and training, work with consumers and health professionals as well and advocacy for every pregnant person's right to make informed decisions. Whether it's supporting someone through their pregnancy choices, improving access to safe abortion services, or shaping policy, our work is grounded in compassion, care, and justice.

Our environment is **collaborative, supportive, and dynamic**—and **we want you** to bring your passions to the table. Here, your ideas matter. You'll have the opportunity to contribute meaningfully to improving access to women and pregnant people's rights to parent by choice, to access abortion if that is their choice, and overall work towards gender equality.

With expanded funding under the Termination of Pregnancy Action Plan from Queensland Health and from Queensland Department of Justice and Attorney General, we aim transform reproductive healthcare access across the state. We're also deeply committed to gender equity and the intersections of reproductive justice, domestic, family, and sexual violence (DFSV), with funding from Department of Justice and Attorney General.

This is a place where your commitment to social justice aligns with your day-to-day work, and where your professional growth goes hand-in-hand with your passion for creating a fairer, more equal society.

Children by Choice is led by a voluntary Management Committee, a group of diverse professionals who guide our strategic vision, governance, and core values. Our CEO, working alongside a passionate team of professionals and volunteers, ensures that every voice is heard, and that we work together in a spirit of collaboration and equality.

By joining our team, **you'll be part of a bright, forward-thinking, and values-driven organisation** that's truly at the forefront of reproductive rights in Australia. You'll have the chance to work with like-minded colleagues, develop your skills, and contribute to a movement that promotes change and equality for all.

If you're looking for a place where you can grow, make an impact, and feel great about the work you do, Children by Choice is the place for you.

Join us in making a difference!

Position Description

POSITION	Abortion Care Educator/s (2 x positions available)
Reports To	Director of Community Engagement
Date	8 th October 2024
Closing Date	21 st October 2024
Award	Social Community Home Care and Disability Services Award (SCHADS)
Award Level	Level 6
Wage Range	From \$53.84 per hour / approx. \$106,000 pa (pro-rata) Children by Choice can offer salary sacrifice up to \$15,900 per year tax-free for general living expenses. Additionally, they can also salary sacrifice up to \$2,650 per year for meals and entertainment, bringing the total potential tax-free benefit to \$18,550 annually.
Employment Status	Permanent Part-time
Hours	30 hours per week / negotiable
Direct Reports	Nil

Organisational Environment

Founded in 1972 with a strong grassroots approach, **Children by Choice** continues to carry forward this spirit of advocacy and community-led action as we lead the way in advancing reproductive rights and gender equity.

Children by Choice provides counselling, information and education services on all pregnancy options, including abortion, adoption, kinship and alternative care and parenting. We provide a Queensland-wide counselling, information and referral service for pregnancy.

Nationally we deliver sexual and reproductive health education sessions in health and hospitals around Queensland, across the community and offer training for GPs and other health and community professionals on pregnancy options, reproductive coercion and post abortion counselling across Australia. We provide consumer groups and resource development and are focussed on delivering to priority groups in Queensland, including but not limited to people with a disability, LGBTIQIA+ people, women who interface with the justice system, First Nations people, people from Culturally and Linguistically Diverse backgrounds.

Children by Choice fosters a welcoming and supportive workplace, where every team member is encouraged to contribute their skills and passions to our shared mission of advancing

reproductive rights and gender equity. Our organisation is governed by a Voluntary Management Committee, a group of dedicated professionals elected annually at the AGM. While the Committee provides governance oversight, they also offer expert guidance on operational matters to ensure our work remains strategic and responsive to best practices.

You will be part of a small, passionate team of professionals committed to delivering high-quality, evidence-based services. All team operate with a collaborative approach while promoting individual role autonomy and professional development. Together, the direct client working teams and community engagement teams work closely to provide compassionate support, advocacy, and comprehensive information to women, pregnant people, and other stakeholders.

At Children by Choice, we are proud to offer a warm, inclusive, and values-driven environment. We emphasise collaboration, innovation, and a deep commitment to gender equity and reproductive justice.

Our team is dedicated not only to achieving our goals but also to supporting one another in creating meaningful change. This is a place where you can grow, make an impact, and work in alignment with your values.

Our latest strategic plan and annual report, outline our current priorities and reflect our ongoing commitment to expanding access and improving outcomes for all pregnant people in Queensland.

Our **Annual Reports and Strategic Plan** are available on our website at www.childrenbychoice.org.au.

We strongly encourage applications from First Nations peoples, culturally and linguistically diverse (CALD) individuals, and other priority groups, as we are committed to fostering an inclusive and diverse workplace

The Role

The Abortion Care Educator/s will work to transform healthcare practices across Queensland Health championing compassionate abortion care, focusing on values clarification, overcoming stigma in reproductive healthcare, and minimising the barriers imposed by conscientious objection.

This role is pivotal in delivering training to a diverse range of health professionals, including radiographers, sonographers, doctors, midwives, and all relevant staff involved in providing care to patients seeking Termination of Pregnancy Services. The successful candidate will be passionate about reproductive rights, with an aim to create transformative change across public health systems in Queensland.

Working in collaboration and as part of a collaborative team, this role will involve regular travel across the state to deliver targeted training sessions, engage health workers in transformative dialogue, and survey the workforce. The position will also include evaluating the success of the training program and shaping future directions for reproductive healthcare access across Queensland.

Key Responsibilities:

Training and Education:

- Design and deliver transformative training programs to healthcare professionals, including radiographers, sonographers, doctors, midwives, and administrative staff, aimed at reducing stigma and promoting compassionate abortion care.
- Promote values clarification and the minimisation of conscientious objection within healthcare settings.
- Promote accessible and equitable health care for priority Queenslanders such as people with a disability, First Nations pregnant people, Culturally and linguistically diverse.
- Tailor educational content to diverse audiences and ensure practical application in hospital and clinical environments.
- Foster a culture of compassionate care and reproductive justice in healthcare systems.

Program Evaluation and Feedback:

- Conduct workforce surveys to assess training needs and identify gaps in compassionate abortion care across public health systems.
- Implement evaluation measures to assess the impact of training programs, including improvements in attitudes, practices, and care delivery.
- Report on program outcomes and recommend continuous improvements for future training.

Stakeholder Engagement and Relationship Building:

- Develop strong, meaningful relationships with healthcare professionals, hospital staff, and administrators to advocate for improved reproductive health practices.
- Engage with a diverse range of health workers to ensure program relevance and practical impact across Queensland's public health systems.

Collaboration and Advocacy:

- Work in pairs to deliver engaging, interactive training sessions that encourage health professionals to reflect on their values and practices.
- Advocate for reproductive rights and improved healthcare access for pregnant people within Queensland's hospital systems.
- Collaborate with public health agencies and hospital boards to integrate compassionate abortion care into existing health services.
- Collaborate within the Community Engagement Team at Children by Choice and any other team members, promoting excellence and joined up services.

Resource Development:

- Create training resources that reflect best practices in reproductive health care and align with the values of reproductive justice.
- Contribute to the development of online and in-person training modules, ensuring accessibility for a wide range of health professionals.

Travel and Outreach:

- Travel regularly across Queensland to deliver training, with flexibility to adapt to the specific needs of diverse hospital and clinical environments.
- Engage in outreach activities to raise awareness and foster a supportive network of healthcare professionals committed to reproductive justice.

Supervision and Teamwork

- Mentor and supervise volunteers, and students when necessary, cultivating a collaborative and supportive team environment grounded in feminist principles and reproductive justice.
- Contribute to a positive organisational culture, promoting shared learning, teamwork, and a commitment to intersectional feminist values.

General Responsibilities:

Personal Attributes:

- **Deeply committed to reproductive justice**, with an understanding of the Termination of Pregnancy Care in Queensland.
- **Passionate Advocate:** A strong commitment to reproductive justice and improving healthcare access, particularly around abortion care.
- **Collaborative and inclusive**, bringing people along on the journey and amplifying the voices of priority communities.
- **Creative Problem-Solver:** Ability to develop innovative training solutions that challenge stigma and conscientious objection in healthcare.
- **Effective Communicator:** Strong verbal and written communication skills, with the ability to engage diverse audiences and inspire change.
- **Innovative and resourceful**, with a passion for finding creative solutions to complex problems and fostering connections.
- **Driven and self-motivated**, with the ability to lead projects, create meaningful partnerships, and deliver impactful programs with minimal supervision.

Selection Criteria

Essential:

- **Passion for Reproductive Rights:** Demonstrated commitment to reproductive justice, with a specific focus on promoting compassionate abortion care and overcoming stigma. A strong belief in the right to choose abortion and dedication to the values of reproductive justice.
- **Training & Facilitation Expertise:** Proven experience in developing and delivering education or training programs in healthcare settings.
- **Healthcare System Experience:** Experience working within healthcare environments, particularly birth suites, reproductive health, or other complex care settings.
- **Stakeholder Engagement:** Ability to build and maintain collaborative relationships with diverse healthcare professionals and hospital administrators.
- **Communication Skills:** Highly developed communication skills, including strong written, verbal, interpersonal, and facilitation abilities, capable of engaging and inspiring healthcare professionals across roles and levels.
- **Organisational & Team Skills:** Strong organisational skills, able to manage multiple projects and work collaboratively within a small team, contributing to a positive, intersectional feminist team culture.
- **Travel Flexibility:** Willingness and ability to travel regularly across Queensland to deliver training programs in both metropolitan and regional areas.
- **Technical Proficiency:** Competency in digital tools, including Microsoft Office (PowerPoint), internet, email, and social media platforms for communication, training, and resource development.

Desirable Criteria

- **Tertiary Qualifications:** Tertiary qualifications in nursing, midwifery, social work, education, community development, public health, communications, or a related field, or at least three years of relevant experience.
- **Diverse Population Experience:** Experience working with marginalised or diverse populations, including Aboriginal and Torres Strait Islander communities, people with disabilities, CALD, and LGBTQIA+ communities.
- **Healthcare Knowledge:** Knowledge of women's health issues, particularly related to reproductive health, pregnancy options, and abortion care, or the ability to acquire this knowledge quickly, preferably with a focus on values clarification and stigma reduction.
- **Grant & Project Management:** Experience in managing grant-funded projects, including program design, execution, and evaluation.

Additional Requirements:

- Regular travel across Queensland is required for this role.
- Applicants must be willing and able to undertake occasional after-hours work as requested.
- Applicants must be eligible for a Blue Card under the Commission for Children and Young People and Child Guardian Act 2000.

Children by Choice embraces a diverse and inclusive environment. Our service values diversity and acknowledges that inclusive spaces generate creativity and innovation in perspective and problem solving while producing more sustainable and effective outcomes. Aboriginal and Torres Strait Islander people, people with a disability and people from the LGBTIQ+ community are strongly encouraged to apply.

It is a genuine requirement of this position that the Community Engagement Worker is a woman as per the exemption granted to Children by Choice by the Queensland Industrial Relations Commission.

[Children by Choice Association Inc. is exempt from the operations of sections 14, 15, 15A, 124, and 127 of the *Anti-Discrimination Act 1991* in relation to attribute in s 7(a).]

How to Apply

We're excited that you're considering joining the Children by Choice team! To apply, please send us:

- A **one-or two page response** outlining how your skills and experience match the key selection criteria and duties in this role.
- Your **current CV** detailing your professional background and qualifications.

At Children by Choice, we value passion, collaboration, and a commitment to making a difference. We encourage you to keep your application clear, friendly, and focused on how you can contribute to our mission.

For any queries please contact: recruitment@childrenbychoice.org.au we're happy to respond via email or call you back!

Please submit your application via email to recruitment@childrenbychoice.org.au with the subject line: **Abortion Care Educator Application – [Your Name]**.

Applications close on 9am 21st October 2024.

We can't wait to hear from you!