

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	Community Engagement Worker
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 5
Wage Range	From \$49.28 per hour / approx. \$97,000 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
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 **Community Engagement Worker** is a pivotal role within Children by Choice's Education and Project Team, driven by a strong commitment to reproductive justice and an in-depth understanding of the interconnectedness of access to sexual and reproductive health care, particularly in the context of domestic, family, and sexual violence (DFSV).

The role seeks a creative and passionate innovator who builds authentic relationships with diverse and priority populations, while fostering collaborations that advance equitable access to reproductive healthcare. The successful candidate will bring people together through partnerships, resource development, and advocacy, translating the core principles of reproductive justice into innovative community engagement activities that break down barriers to access and support reproductive autonomy for all.

The role will require some planned intrastate travel.

Key Responsibilities:

Community Engagement and Relationship Building

- Develop and nurture strong relationships with diverse stakeholders, including marginalised and priority populations disproportionately impacted by inequities in reproductive health access, such as Aboriginal and Torres Strait Islander communities, migrant and refugee groups, LGBTQIA+ individuals, and survivors of domestic and family violence.
- Champion a reproductive justice framework, recognising how structural inequities, DFSV, and socio-economic factors intersect to limit access to reproductive health services and abortion care.
- Lead innovative initiatives that break down these barriers and connect communities with services, ensuring that reproductive autonomy and safety are at the forefront of all engagement strategies.
- Engage with community groups and sector partners across health, human rights, gender equity, and violence prevention fields to expand Children by Choice's impact and amplify collaborative advocacy efforts for equitable access to reproductive health care.

Resource Development and Collaboration

- Identify and creatively develop resources that reflect the intersectionality of reproductive justice, ensuring that resources are accessible and relevant to a wide variety of communities, particularly those affected by DFSV, socio-economic disadvantage, and systemic oppression.
- Foster partnerships and collaboration internally and externally, creating shared projects and opportunities that enhance the organisation's capacity to deliver equitable, compassionate, and pro-choice services to all pregnant people in Queensland.
- Translate complex issues—including access to abortion care, sexual and reproductive health, and the impact of violence—into meaningful and actionable educational tools and communications that inspire change and community engagement.

Program and Event Management

- Organise, develop, and deliver professional development workshops that focus on trauma-informed care, the impact of DFSV on reproductive decision-making, and compassionate abortion care, utilising both in-person and virtual platforms.
- Manage and deliver grant-funded projects, ensuring they align with reproductive justice principles and Children by Choice's mission to provide access to all pregnancy options.
- Lead the planning and execution of strategic events, such as community events across the diverse priorities groups where community groups will benefit from hearing about the services of Children by Choice.
- Collaborate on planning Reproductive Rights and Abortion Conference, ensuring all aspects of these events uphold the values of reproductive justice and intersectionality, and foster a sense of community and shared purpose.

- Develop programs that address the specific needs of young people, survivors of violence, and other marginalised groups, providing sex-positive, evidence-based, and pro-choice educational opportunities that empower and build capacity.

Connect and build Strategic Partnerships

- Build and maintain strategic partnerships with organisations across the health, women, and DFSV sectors, enhancing community sector capacity for delivering non-directive pregnancy options counselling, post-abortion support, and compassionate abortion care.
- Seek out and apply for grants that support the delivery of innovative, intersectional programs, ensuring that the organisation's income streams are diverse and sustainable, and aligned with its core values and strategic objectives.

Communication and Advocacy

- Assist the Director of Community Engagement develop communications and resources that promote all options pregnancy, elevate the visibility of Children by Choice's commitment to reproductive justice and equity, particularly in the context of the barriers created by DFSV.
- Advocate for policy and systems change, drafting position statements and submissions that reflect a deep understanding of reproductive rights, health inequities, and the impact of violence on access to care.

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 barriers caused by DFSV, racism, socio-economic inequalities, and other forms of oppression.
- **Innovative and resourceful**, with a passion for finding creative solutions to complex problems and fostering community connections.
- **Collaborative and inclusive**, bringing people along on the journey and amplifying the voices of marginalised communities.
- **Effective communicator**, translating complex reproductive health and justice issues into accessible, engaging content for diverse audiences.
- **Driven and self-motivated**, with the ability to lead projects, create meaningful partnerships, and deliver impactful programs with minimal supervision.

Selection Criteria

Essential:

To be successful in this role, you will demonstrate the following skills, abilities, and attributes:

- Commitment to the vision, mission, and values of Children by Choice Association Incorporated, including a strong belief in the right to choose abortion and a dedication to reproductive justice.
- Tertiary qualifications in social work, education, community development, public health, communications, or a related field, or at least three years of relevant experience.
- Demonstrated experience in developing and delivering education or training programs for diverse target audiences, such as health professionals, young people, and marginalised communities.
- Highly developed communication skills, including strong written, verbal, interpersonal, presentation, and facilitation abilities.
- Proficiency in digital tools, with the ability to use Microsoft Office (especially PowerPoint), internet, email, and social media platforms efficiently and effectively for communication, training, and resource development.
- Proven ability to build and maintain collaborative partnerships with key stakeholders, including community members, consumers, health professionals, and other organisations, to expand reach and impact.
- Strong organisational skills, with the ability to work collaboratively within a small team, manage competing deadlines, and contribute to a positive team culture.

Desirable:

While not essential, the following qualifications, skills, and experiences will be highly regarded:

- A good knowledge of women's health issues, particularly related to sexual and reproductive health, pregnancy options (including adoption and alternative care), and abortion, or the ability to acquire this knowledge quickly.
- Experience working with diverse populations, including young people, people with disabilities, and members of culturally and linguistically diverse (CALD) and LGBTQIA+ communities.
- Experience with or knowledge of health, community and allied health and community services, or the ability to gain this knowledge quickly.
- Experience in event planning, including the use of online booking or event management systems, with an ability to coordinate events such as professional development workshops or conferences.

Additional Requirements:

- 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-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: **Community Engagement Worker Application – [Your Name]**.

Applications close on 9am 21st October 2024.

We can't wait to hear from you!