

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	Consumer Engagement and Group Facilitator
Reports To	Counselling Team Leader
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 or 6 (commensurate with experience)
Wage Range	From \$49.28 - \$53.84 per hour / approx. \$97,000 - \$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
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 **Consumer Engagement and Group Facilitator** will spearhead Consumer and Community Engagement Children by Choice, focusing on fostering a supportive environment for women and pregnant individuals to share their experiences. This role is vital for ensuring that the insights of those who have navigated pregnancy options—particularly through a feminist lens—shape our services and advocacy efforts. By emphasising therapeutic group work and creating pathways for activism, this position empowers individuals to influence projects and policies, promoting a shared and inclusive practice within the community.

The role seeks a creative and passionate innovator who builds authentic relationships with diverse and priority people, while fostering collaborations that advance equitable access to reproductive healthcare. The successful candidate will bring people together through consumer led resource development, and advocacy, translating the core principles of reproductive justice

into innovative consumer engagement activities that aim to empower those with systemic barriers to access to support reproductive autonomy for all.

Key Responsibilities:

- **Therapeutic Group Facilitation:** Design and facilitate therapeutic group sessions for individuals who have had abortions including current or past lived experience of considering pregnancy options and/or seeking abortion and/or of accessing CbyCs service. We will utilise trauma-informed practices to create safe spaces for shared experiences and emotional support. Leverage feminist principles to guide discussions, fostering empowerment and resilience among participants.
- **Consumer Engagement:** Engage individuals with lived experiences in meaningful ways, ensuring their insights inform service design, resource development, and advocacy strategies from a feminist perspective. The worker should also have a keen interest in pursuing engagement with people who have not specifically accessed abortion, and to engage people across the broad-spectrum experiences.
- **Community Collaboration:** Build and sustain relationships with people who have had consumer experience, community members and organisations, particularly those representing marginalized voices, including First Nations peoples, culturally and linguistically diverse (CALD) individuals, women involved with the justice system, young people, women with disabilities, and LGBTQIA+ communities, to enhance accessibility and participation in advocacy efforts.
- **Resource Development:** Collaborate with consumers to co-create health information resources that are clear, relevant, and responsive to the unique needs of women and pregnant individuals, integrating feminist insights throughout the development process. Ensure the production of health information resources that are easily understandable to everyone and meet the needs of consumers – from all pregnancy options choices.
- **Pathways to Activism:** Develop and promote opportunities for community members to engage in advocacy efforts that centre on the experiences of women and pregnant people, amplifying their voices in key decisions affecting reproductive health access.
- **Model Design and Evaluation and Report:** Take a key role in designing, measuring, and evaluating the consumer group model and other engagement initiatives, ensuring they effectively meet community needs.
- **Inclusive and Shared Practice:** Foster a culture of shared, inclusive practice that demonstrates diverse perspectives of all community members, recognising the importance of intersectionality and the unique experiences of individuals across various backgrounds.
- **Process Flexibility:** Employ a range of community engagement tools and techniques to ensure maximum participation, actively addressing barriers that may prevent individuals from sharing their experiences or engaging with the organisation.
- **Feedback Loops:** Maintain transparency by regularly reporting back to the community and Children by Choice on how their engagement has influenced decisions and projects, ensuring participants see the impact of their contributions.

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.

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.
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General Responsibilities:

- Contribute to a positive organizational culture.
- Operate within a feminist framework and adhere to the approved Decision-Making Principles.
- Collaborate effectively with other team members, including shared projects, staff meetings, and day-to-day activities. Assist and support colleagues during peak workload periods.
- Maintain and apply up-to-date knowledge of evidence and best practices in your field, participating in skills development appropriate to your role.
- Plan time effectively to manage competing demands while maintaining work/life balance.
- Assist the team in reporting effectively to management and stakeholders.
- Observe the policies and procedures of the organization.
- Contribute to Children by Choice's collective efforts, including strategic planning, position papers, and public events.

Qualifications

- **Experience:** Minimum of three years of demonstrated experience in group, counselling and / support roles, particularly with women from diverse backgrounds, including those affected by domestic and family or sexual violence (DFV).
- **Trauma-Informed Approach:** Proven understanding of and experience in trauma-informed practices in therapeutic settings.
- **Social Justice Commitment:** Strong dedication to social and reproductive justice, with an understanding of the systemic barriers faced by marginalized communities.
- **Group Work Facilitation:** Extensive experience in group work facilitation, particularly with diverse groups, including First Nations peoples, CALD communities, women involved with the justice system, women with disabilities, and LGBTQIA+ individuals.
- **Collaboration Skills:** Ability to work collaboratively with community engagement and counselling teams, fostering strong relationships across departments.

Selection Criteria

Essential:

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

- Commitment to the goals of Children by Choice and the right to choose abortion.
- Possession of a degree in Social Work, Psychology, Counselling, Human Services, or related fields.
- Demonstrated experience of Trauma-Informed Practice trauma-informed approaches and how these have been applied them within group work.
- More than 3 years demonstrated experience in facilitating groups, particularly those centred around lived experiences, and a passion for community engagement to drive systemic change.
- Ability to work collaboratively within a team environment, exhibiting excellent communication skills and strong commitment to shared, feminist and reflective practice.
- Commitment to client advocacy, with a demonstrated ability to support clients in navigating health service pathways and accessing community resources.
- Experience working with diverse populations, including young people, people with disabilities, and members of culturally and linguistically diverse (CALD) and LGBTQIA+ communities.
- 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.
- Capacity to contribute to systemic initiatives around abortion access, including project planning and advocacy efforts.

- Strong organisational skills, with the ability to work collaboratively within a small team, manage competing deadlines, and contribute to a positive team culture.
- Intermediate to advanced Microsoft Office skills (Word, Excel, PowerPoint, and Outlook) and the ability to manage CRM, databases and filing systems efficiently.

Additional Requirements:

- Applicants must be willing and able to undertake some occasional after-hours work and intrastate travel 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 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: **Consumer Engagement and Group Facilitator Application – [Your Name]**.

Applications close on 9am 21st October 2024.

We can't wait to hear from you!