

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	Pregnancy Options Support Worker
Reports To	Team Leader Pregnancy Options Support
Date	8 th October 2024
Closing Date	21 st October 2024
Award	Social Community Home Care and Disability Services Award (SCHADS)
Award Level	Level 4
Wage Range	From \$43.08 per hour / approx. \$85,000+ pa (pro-rata) + Saturday penalty rates 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 OR Casual MULTIPLE POSITIONS
Hours	4 days/week, within service hours of 8:00 am - 7:00 pm, Monday to Saturday – possible rotation / alter 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 **Pregnancy Options Support Worker** is the first point of contact for individuals across Queensland seeking our reproductive health services. This role is critical in ensuring timely, respectful, and equitable access to all pregnancy options, including parenting, adoption, and abortion. Grounded in feminist principles, reproductive justice, and trauma-informed care, this role ensures that all people, regardless of background or circumstance, are supported to make empowered, informed decisions.

You will work collaboratively with the Counselling Team to triage client needs, provide brief interventions, and allocate clients to counsellors. The role also requires upholding Children by Choice's commitment to pro-choice advocacy, equity, and care, especially for individuals from priority groups such as First Nations people, LGBTQIA+ individuals, CALD communities, and those experiencing Domestic and Family Violence, Reproductive Coercion and /or Sexual Violence.

Key Responsibilities:

Client Engagement and Feminist Practice

- Act as the first point of contact for clients seeking support with pregnancy options, providing a warm, empathetic, and non-judgmental approach.
- Engage with clients via phone, webchat, text, and email, ensuring that every interaction is grounded in feminist values, reproductive justice, and trauma-informed care.
- Triage client needs and allocate them to counsellors or provide brief interventions, ensuring timely access to appropriate support.
- Where appropriate provide timely decision-making counselling and assess for ongoing counselling support and refer internally.
- Ensure all client interactions reflect Children by Choice's pro-choice stance, supporting clients in making informed decisions about all pregnancy options, including parenting, adoption, and abortion.

Commitment to Reproductive Justice and Social Equity

- Champion reproductive justice by advocating for clients' rights to access essential healthcare and support, irrespective of their background or circumstances.
- Strive to provide culturally sensitive, trauma-informed responses to clients from diverse backgrounds, prioritising individuals affected by DFV, SV, First Nations people, CALD communities, LGBTIQIA+ and those with disabilities.
- Promote equitable access to care and support for those from vulnerable priority populations, ensuring their unique needs are met.

Collaboration and Client Triage

- Collaborate with the Team Leader and Counsellors to ensure smooth and efficient triage of clients, prioritising time-sensitive and high-risk cases.
- Provide accurate and up-to-date referral information for clients needing additional support, working closely with local services, including health clinics, DFV services, and pregnancy support networks.
- Build and maintain relationships with external agencies to improve access and referral pathways for clients.

Risk Assessment and Brief Interventions

- Conduct initial risk assessments for clients experiencing DFV, SV, or other complex needs, and escalate urgent cases to the appropriate team members.
- Provide brief, person-centred interventions when appropriate, and ensure clients requiring in-depth support are promptly allocated to a counsellor.
- Assess to eligibility criteria client financial barriers and needs and work with the Team Leader to ensure access is secured.

- Address barriers to healthcare, ensuring that clients facing systemic obstacles receive the necessary support and referrals.

Data Management and Advocacy

- Maintain accurate and confidential case notes, recording all client interactions and triaging processes according to professional standards.
- Use client data to identify trends and systemic barriers to reproductive healthcare, contributing to Children by Choice's advocacy and policy development efforts.
- Participate in reflective practice and contribute insights from client data to improve service delivery and promote systemic change.

Reflective Practice and Professional Development

- Engage in regular reflective practice, ensuring personal and professional growth and the continuous improvement of intake and triage services.
- Stay informed on best practices in trauma-informed care, reproductive justice, and feminist service delivery, participating in relevant professional development opportunities.

General Responsibilities:

- Contribute to organisational projects, policy updates, and team efforts to enhance the impact of Children by Choice's services and advocacy.
- Participate in regular team meetings, shared projects, and public events, supporting Children by Choice's mission to advocate for reproductive rights and equitable access to healthcare.

Attributes and Skills:

- **Client-Centred:** A deep commitment to providing compassionate, non-judgmental support for clients seeking reproductive healthcare, with a strong belief in reproductive rights and bodily autonomy.
- **Trauma-Informed:** Sensitive to the impact of trauma and able to engage clients with empathy, ensuring that services are delivered in a trauma-informed, respectful, and culturally appropriate manner.
- **Feminist Approach:** A dedication to working from a feminist perspective, advocating for choice, equity, and access to reproductive healthcare for all pregnant people.
- **Collaborative Team Player:** Skilled at working in a team-oriented environment, with the ability to build strong relationships across the organisation and with external partners to support client advocacy.
- **Organisational Excellence:** Highly organised, with the ability to manage multiple client pathways, triage clients effectively, and maintain accurate case notes and data for continuous service improvement.
- **Technical Proficiency:** Familiar with CRM systems and comfortable using web chat, text, email, and phone systems to support clients, with an ability to maintain high standards in data recording and reporting.
- **Advocacy and Problem-Solving:** Strong advocate for clients, with the ability to navigate complex healthcare systems, find creative solutions to access barriers, and continuously seek improvements in service delivery.

- **Reflective Practice:** Enthusiastic about engaging in reflective practice to enhance personal and team-wide learning, always aiming to provide the best possible service to clients.

Selection Criteria

Essential:

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

1. Demonstrated commitment to the mission and values of Children by Choice, including an unwavering belief in the right to access safe, legal abortion and reproductive healthcare. A strong passion for advocating for all pregnancy options, ensuring equitable access, and supporting bodily autonomy.
2. Possession of a degree in Social Work, Psychology, Counselling, Human Services, or a related field, with a focus on client-centred, trauma-informed practice.
3. Proven experience in, or capacity to rapidly acquire, counselling and supporting women and pregnant people from a feminist perspective, with a deep understanding of reproductive justice, trauma-informed care, and the complex challenges surrounding pregnancy options.
4. Ability to work collaboratively within a team environment, coupled with excellent communication skills. Skilled in working autonomously with initiative, managing workload proactively, and contributing to a positive and supportive workplace culture.
5. Strong advocacy skills, with the ability to empower clients to navigate health service pathways, link them with local community supports, and explore financial and social support options. A commitment to breaking down barriers and ensuring that all clients can access the care they need.
6. Detailed knowledge, or a demonstrated ability to rapidly acquire knowledge, of women's health issues, including reproductive health, pregnancy options, and abortion care. A commitment to staying informed on best practices and legal developments in the field.
7. Capacity to engage with systemic initiatives aimed at improving abortion access and reproductive healthcare. This includes involvement in service delivery improvement, research, project planning, analysis, and advocacy campaigns that align with the organisation's goals.
8. Intermediate to advanced skills in Microsoft Office (Word, Excel, PowerPoint, Outlook) and the ability to quickly learn and manage databases, CRM systems, and filing systems. Strong attention to detail in data entry, client case management, and administrative tasks.

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.
- Proven ability to provide crisis counselling, brief interventions, or triage services to clients in urgent or time-sensitive situations, ensuring appropriate referrals and timely support.

- Experience working with diverse populations, including young people, people with disabilities, and members of culturally and linguistically diverse (CALD) and LGBTQIA+ communities.

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: **Pregnancy Options Support Worker – [Your Name]**

Please let us know whether you are interested in Part-time or Casual hours.

Applications close on 9am 21st October 2024.

We can't wait to hear from you!