



ZIG ZAG YOUNG WOMEN'S RESOURCE CENTRE INC

Sexual Assault Counselling and Support Worker (Relief) 2026

POSITION DESCRIPTION

Position Title:	Sexual Assault Counsellor and Support Worker (Relief)
Program Designation:	Sexual Assault Program
Status:	Part time, fixed term contract
Hours of Employment:	Refer to specific employment contract
Pay Award and Classification:	SCHADS Award Level 5

Although there is some flexibility in working hours, according to the needs of the team, it is expected that as far as possible this position is worked between the service operating hours of 9am – 5.00pm. Specific work hours and days will be negotiated with the CEO with reference to your own needs, the needs of the Sexual Assault Programs, and the broader needs of Zig Zag. This position may occasionally require some after hours or weekend work as directed by the Team Leader, CEO and/or Management Committee.

FUNDING

This position is contingent on recurrent funding from the Queensland Department of Justice and Attorney General. Should funding be discontinued employees of the service will be advised with as much notice as possible and obligations under the relevant Award/Agreement/legislation fulfilled.

REPORTING AND ACCOUNTABILITY

This position is directly accountable to the Team Leader within the Sexual Assault Program, and indirectly to the CEO and to the Zig Zag Management Committee. All employees are expected to engage in supervisory processes and to be accountable for all aspects of their work at Zig Zag.

SEXUAL ASSAULT TEAM OBJECTIVE

The Sexual Assault Counselling and Support Worker (Relief) position will work collaboratively and supportively within the Zig Zag Sexual Assault Program team in the effective delivery of information and support on issues relating to sexual assault, and in the provision of high-quality therapeutic support services to young women, trans, and gender diverse young people who have experienced sexual violence. The Sexual Assault Program team achieves this through the

provision of individual counselling and support, support groups, community education on the nature and dynamics of sexual assault, and the development of professional training resources.

POSITION OBJECTIVE

The primary objective of the Sexual Assault Counselling and Support Worker (Relief) position is to work collaboratively to deliver high-quality, ethical, responsive, specialist sexual assault counselling and support services to young women, trans, and gender diverse young people who have experienced sexual violence and who are residing in the Wider Brisbane region. This position will ensure flexible service delivery, and will include the provision of support and sustained engagement; assertive follow up and referral; and outreach assistance through some mobile outreach services. Refer to the specific employment contract for site locations (e.g. Camp Hill, Nundah, and / or Richlands).

This position may also support the development and facilitation of therapeutic sexual assault support groups, community education, and early intervention and prevention activities to address issues relating to sexual violence within the Wider Brisbane region where resources permit.

All employees are required to work within the bounds set by the Zig Zag mission statement, philosophy and practice framework. All employees are required to implement and adhere to the guidance provided by Zig Zag policy and procedures. This involves a commitment to:

- utilising intersectional feminist and social justice principles in practice;
- working within a self-management framework;
- actively contributing to teamwork and team care;
- utilising collaborative decision-making processes, which requires a high degree of participation, communication, and personal responsibility; and
- utilising consultative and transparent processes.

PRIMARY DUTIES:

1. Information, Support & Referral

- Provide appropriate and timely information, support, and referral to young people who have experienced sexual violence; including information that will assist them to access and navigate medical, forensic, police and criminal justice systems, and other support services.
- Provide appropriate and timely information, support and referral, where safe and appropriate, to young people's primary supporters (e.g. parents, family members, carers, partners, etc.).
- Provide appropriate information to other professionals in responding to the needs of young people who are survivors of sexual violence, including advice on established

interagency protocols and pathways for reporting sexual offences and accessing further medical, forensic, and legal systems.

2. Counselling/Planned Support/Group Work

- Provide individual counselling and planned support with young people who have experienced sexual violence, using flexible, responsive and relational approaches that integrates counselling, advocacy, support coordination, practical support, and the provision of information and warm referrals.
- Provide outreach and mobile support strategies that maximise young people's access to sexual assault support services.
- Work collaboratively in the development and delivery of quality support groups for young people who have experienced sexual violence.
- Implement evaluation processes for all counselling and group work undertaken, and to monitor soft outcomes and client feedback in the development of future service delivery.
- Ensure appropriate documentation and record keeping for all counselling, planned support and group work.
- Design and develop innovative, user-friendly information resources for young people.

3. Community Education

- Provide information/awareness raising sessions about Zig Zag services and the development of interagency responses and referral pathways to assist young people.
- Work collaboratively in the development and delivery of community education workshops and events to raise community awareness of the incidence, nature, dynamics, and impacts of sexual violence; and to support the development of community responses to address and prevent sexual violence.
- Work collaboratively in the development and delivery of training workshops for professionals on responding appropriately to young women, trans, and gender diverse young people who have experienced sexual violence.

4. Organisational and Team Participation.

Zig Zag is an intersectional feminist organisation that uses collaborative decision-making processes. Many operational and service delivery-related decisions related to this position are made within the Zig Zag Sexual Assault Program Team. The **Sexual Assault Counselling and Support Worker (Relief)** requires a high degree of skills in collaborative decision-making and will be accountable for all decisions made.

Each team member is expected to foster and maintain a supportive and open team environment through the consistent use of open and respectful communication. The

following list identifies tasks that the Sexual Assault Counselling and Support Worker (Relief) is expected to participate in with respect to the general operations of Zig Zag.

Organisational Participation at Zig Zag

- Prioritisation of participation in staff meetings (where possible).
- Active participation in monthly internal supervision, and regular external supervision.
- Represent Zig Zag and its programs appropriately and professionally to the community.
- Advocate on behalf of Zig Zag as determined by the staff and/or Management Committee.
- Provide input into organisational systems and policy development.
- Participate in organisational team building activities where possible.
- Where possible and appropriate be actively involved in project development including the acquisition of funds.

Participation in the Zig Zag Sexual Assault Program Team

- Active participation in team decision-making processes including case allocation, team meetings, and team group supervision.
- Active embracement of a team culture that is supportive, accountable, transparent and self-reflective, and that supports a high level of ethical practice.
- Attendance at relevant training as negotiated within the team and with your supervisor.
- Participation in the evaluation and documentation of the work undertaken.
- Provision of input into the development of funding body service agreements.
- Collection, and accurate reporting, of relevant performance data each quarter for the funding body, and completion of other reporting requirements including: monthly reports to the Zig Zag Management Committee and Program input into the development of an Annual Report.
- Undertaking the administration responsibilities relevant to your role within the organisation.
- Participate in relevant forums and networks in relation to issues relevant to the Program team.
- Provision of input into internal policies and systems as they relate to the work of Zig Zag to ensure best practice.

ESSENTIAL REQUIREMENTS

1. Bachelor level qualifications in Social Work, Psychology, or the Social and Behavioural Sciences. Post-graduate qualifications will also be highly regarded.
2. A minimum of 2 years' experience in the provision of therapeutic counselling and support to women and/or young people affected by sexual violence, reflected in a high level of knowledge and skills in responding to the impacts of violent trauma.
3. Current Driver's License and capacity to drive in the broader Brisbane region.
4. Commission for Children and Young People – Blue Card.

KEY SELECTION CRITERIA

1. Describe your understanding of an intersectional feminist perspective and a gendered analysis in relation to sexual violence, including a broad knowledge of the social factors impacting on young women, trans, and gender diverse young people experiencing disadvantage and marginalisation.
2. Describe your therapeutic framework in providing counselling and support with young people who have experienced sexual violence. How would your approach address complex trauma and multiple interrelated issues (e.g. homelessness, drug and alcohol issues, domestic violence) that may be experienced by young people?
3. Demonstrate your knowledge of, and experience in, the development, facilitation and evaluation of therapeutic group work activities in relation to young people who have experienced sexual violence.
4. Describe your experience in developing responses to meet the diverse needs of young people who identify as Aboriginal and Torres Strait Islander, young people with disabilities, young people from culturally and linguistically diverse backgrounds, and young people who are LGBTQ+.
5. Describe the important considerations for how you have developed effective relationships and partnerships with First Nations peoples (Aboriginal and Torres Strait Islander) Elders, families and communities.
6. Demonstrate how you have used a high level of interpersonal communication and self-reflection skills in contributing to collaborative team decision making processes; and provide examples of how you have worked effectively and efficiently as an autonomous worker and as part of a team in a complex environment.