

### See What You Can Be – Equality Advocate Position Description

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#### 1.0 POSITION TITLE

See What You Can Be Equality Advocate

#### 2.0 RESPONSIBLE TO

See What You Can Be Project Coordinator, Women's Health Grampians.

#### 3.0 LOCATION

The position covers the Central Highlands, Grampians/Pyrenees and Wimmera regions.

#### 4.0 SALARY

Set by the SCHADS award – with casual loading  
SCHADS award level 3

#### 5.0 TRAVEL

The position may require travel around the region; transport will be available for work-related travel.

#### 6.0 HOURS

Casual

#### 7.0 TERM OF EMPLOYMENT

Casual with approximately 40-60 hours per year until June 2024, then as opportunities arise.

#### 8.0 BACKGROUND

Women's Health Grampians (WHG) is one of nine regional and two statewide women's health services funded by the Department of Health and Human Services. Our focus is at the population level. We work to achieve healthy public policy, improved service provision for women, and cultural change that supports gender equality. We do this through consultation, education, resource and service development. Our priorities include, gendered advocacy, supporting all forms of equality, sexual and reproductive health and the prevention of violence against women.

The service is:

- run by women and managed by women accountable to the women it serves; and
- governed by an elected Board of women from the region
- our key focus areas include gender equality (GE), prevention of violence towards women (PVAW) and sexual and reproductive health (SRH).

#### 9.0 SUMMARY OF RESPONSIBILITIES

See What You Can Be Equality Advocates are women from a range of backgrounds and experiences, who work in traditionally male-dominated industries, particularly construction and manufacturing. They have an interest in supporting and advocating for the needs of women in male-dominated workplaces.

Training will be provided across five sessions to support See What You Can Be Equality Advocates to become confident public speakers and effective supporters for change. Advocates will speak about barriers and enablers for women in male-dominated industries, and will encourage greater access for women to employment opportunities in construction and manufacturing.

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Training will include:

- Bystander action and prevention of violence against women;
- Gender equality;
- Barriers to equality within male-dominated industries;
- Public speaking and storytelling;
- Advocacy and using information to create change.

Following training, Advocates will work with Women's Health Grampians to advocate for the needs of women in non-traditional workforces with members of the CoRE Alliance.

Visit the WHG website for current Strategic Plan 2017 – 2021: [www.whg.org.au](http://www.whg.org.au)

Visit the WHG website for more information on CoRE: <https://whg.org.au/our-work/prevention-violence-women/core/>

Visit WHG website for more information about See What You Can Be: <https://whg.org.au/our-work/projects/women-in-trades/see-what-you-can-be/>

#### 10.0 KEY RESPONSIBILITIES

- 10.1** Speak publicly at WHG training, community of practice and other events, on agreed and approved content – as per the WHG training provided
- 10.2** Participate in the development of resources that strengthen pathways into trade careers for women and girls
- 10.3** Provide advice to the WHG team about effective strategies to advocate for the needs of women in male-dominated industries
- 10.4** Be punctual, reliable and ensure that confidentiality is respected at all times
- 10.5** Have a positive attitude in working with others, especially people from diverse backgrounds
- 10.6** Other duties as requested by the See What You Can Be Project Coordinator

#### 11.0 KEY SELECTION CRITERIA

It is expected that the successful applicants will be able to demonstrate the following:

1. Background or lived experience of working in a male-dominated industry, particularly related to trades, manufacturing or construction;
2. Personal commitment to gender equality and an interest in advocating for women;
3. Respect and value for people from diverse backgrounds and circumstances;
4. Good interpersonal skills and sensitivity when discussing controversial or values-laden topics.

#### 12.0 APPLICATION PROCESS

We are looking for applicants to develop a video or written submission using whatever platform you choose and include the following:

- Tell us a little bit about yourself
- What does equality mean to you?

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- What is your experience in working in a male-dominated industry?
- What key message would you like to send out to other women working in, or considering working in, a male-dominated industry?

Send application file or link to:

Ange van den Berg

See What You Can Be Project Coordinator – Women's Health Grampians

Email [angela@whg.org.au](mailto:angela@whg.org.au) or P: 5322 4100

Women's Health Grampians is committed to achieving an inclusive and diverse workforce and strongly encourages applications from Aboriginal and Torres Strait Islander women, migrant and refugee women, LGBTIQ+ women and women with disabilities.

Note: Travel and working conditions will strictly observe Covid Safe guidelines and take due consideration of any health concerns of staff.

Equal Opportunity Exemption No.H298/2017