

Advertisement for 10 positions of Social Workers in the State of Bihar

The National Commission for Women (Government of India) has undertaken collaborative work with the Tata Institute of Social Sciences (Mumbai) for the demonstration of pilot units of the project “Violence Free Home – A Women’s Right”, based on Special Cell for Women and Children approach, i.e. an initiative of providing social services to women survivors of violence, by placing trained social workers located in the Police system with a clear understanding that violence against women is a crime and it is the responsibility of the State to prevent and counter the same. This project is based on the Special Cells for Women & Children approach – as initiated by TISS (Mumbai) in 1984, and it creates space in the Police system for violated women to receive emotional & social support through quality psycho-social-legal services’ provision by professional full-time social workers, within the criminal justice system (CJS), where the violence survivor’s needs and concerns are addressed within a facilitative environment.. The Resource Centre for Interventions on Violence Against Women (RCI-VAW), School of Social Work (TISS, Mumbai), in particular, is collaborating with NCW and Government of Bihar (in particular the State Police Department) for the establishment of 5 pilot Special Cell for Women in Bihar State (district to be finalised). A total of **2 social workers** (preferably women having prior direct intervention work experience), **are required for full-time work at 5 pilot Special Cell to be established in 5 districts of Bihar viz. Kishanganj, Gaya, Bhagalpur, Darbanga and Vaishali**. TISS hereby issues this advertisement for the 10 positions of social workers, as authorised by NCW (GoI) , for the selection of suitable candidates for the same.

2. Education and Experience criteria:

2.1 Candidate should have (a) knowledge of issues of gender & violence against women and interventions in the district and State, and (b) prior experience in direct casework and/or intervention work on women’s issues at the grassroot level.

2.2 **The candidate must have a post-graduate qualification in social work (M.A. in Social Work/MSW) and 2 years’ work experience in social-development sector**, and demonstrate commitment to working on issues of violence against women vide direct work with both survivors and State systems, **or a Bachelors Degree in Social Work/BSW along with at least 3 years’ experience working with urban/rural women at the grassroots** on empowerment & rights-based intervention on issues of violence.

3. Selection Preferences:

3.1 **Special preference will be given to those residing in the districts where the Special Cell will be based out of viz. Kishanganj, Bhagalpur, Gaya, Darbanga, Vaishali**

3.2 **The programme’s service provision process requires that the Cell must have no less than one woman social worker to respond to violated women’s own preference & needs. Therefore, Bihar based women/female candidates possessing necessary educational qualification & prior experience as detailed above will be given first preference in shortlisting and selection.**

3.3 **Second preference in shortlisting and selection will be given to: (a) Women/female candidates not based in Bihar possessing necessary educational qualification & prior experience as detailed above,**

3.4 **Third preference in shortlisting and selection will be given to Men/male candidates residing in Bihar and possessing necessary educational qualification & prior experience as detailed above**

3.5 NCW & TISS reserve the right to include in first preference list any exceptionally suitable women/female candidates not based in Bihar /with less work experience and male/men candidates with requisite educational qualification & experience.

4. Other requirements:

4.1 Candidate must demonstrate willingness to travel across the allotted district, and occasionally within Bihar and to other States as per programme requirements detailed in section on job description below.

4.2 Verbal and written fluency in Hindi, verbal fluency in Bhojpuri and local languages/dialects is essential, and working knowledge of English and comfort with the use of computers & Internet is also desirable.

5. Location and terms of service:

The selected social workers will be contractually employed and will be paid a consolidated honorarium per month. Once appointed, the social worker will be expected to reside in the district allocated to them for the duration of their appointment. Only persons possessing the abovementioned experience & qualifications, and in the age group 18-50 years, need apply.

6. Job description:

- Individual and group interventions to end violence against women – incl. Social casework processes, empowerment & behavioural change facilitation, referrals and pre- & during litigation support to women & children survivors of violence and their families, and engaging with men (respondents/perpetrators of violence) and with NGO & Governmental Departmental representatives (incl. Police) in violated women & children's best interests (i.e. facilitating multi-agency coordinated response).
- Planning, awareness-building and capacity-building, in compliance, programmatic, strategic & financial management for the “Violence Free Home – A Women’s Right” (Special Cells) programme across the allotted district in which the Cell is functional.
- Networking & advocacy on issues of violence against women & girls, and intervention in situations of violence as experienced and reported by women, with NGOs & Governmental Departments, at district & sub-district levels.
- Writing, editing & compiling data extensively for purposes of programme documentation, official record etc.
- Periodic travel across the allotted district, and occasionally across Bihar and/or to other States of India as per programme requirements of training, exposure fieldwork, campaigns, regional meetings etc.

7. Advertisement for the position is available on the website: www.tiss.edu. The TISS and NCW reserve the right to accept or reject in part or in full any or all the responses to this advertisement without assigning any reasons whatsoever.

8. To be considered eligible for this post, kindly fill the application form which can found with this advertisement. The duly completed applications with detailed curriculum vitae (incl. description of responsibilities held and other professional achievements) should be submitted vide e-mail to bihar.spccell@tiss.edu or by post to **Ms. Trupti Jhaveri Panchal, Asst. Professor, School of Social Work, Tata Institute of Social Sciences, V.N. Purav Marg, Deonar-400088**, so as to reach positively on or before 31.03.2016. In the event of the specified date for the submission of the application

being declared a holiday, the applications will be received up-to the appointed time on the next working day of TISS. Any application received after the above mentioned deadline will be rejected and may be returned.