



## **Job Description: Social Worker**

CSJ works to provide healing and ensure justice for people and communities that are impacted by gender-based harm and other forms of violence.

In April 2012, CSJ began operations in Delhi, India in response to high levels of child sexual abuse. Since inception, CSJ has provided direct legal and psychosocial support to more than 220 children during criminal proceedings in Delhi trial courts. While our lawyers make sure that the child gets justice in court and fair victim compensation, our social workers holistically work with children and their families by providing them emotional, mental, educational, financial, rehabilitative and other forms of support.

The **Social Worker** will provide direct support to child sexual abuse survivors and their families during the criminal justice process. The position is **based in Delhi, India**.

### **Key Responsibilities**

- Manage a full caseload as a 'Support Person' appointed under the Protection of Children from Sexual Offences Act, 2012 (POCSO Act), as part of CSJ's Survivor Support team, to ensure that children and families are supported through criminal justice proceedings, and are connected with psychosocial support and psychological care services.
- Along with a lawyer, act as first responder to child sexual abuse victims at the police station and during medical exams.
- Conduct intake (of children) and home inquiries and identify psychosocial needs that stabilize children's living environment.
- Conduct preliminary counseling sessions with children and families covering themes of safety, coping and resilience.
- Be assigned as a Support Person and attend Child Welfare Committee hearings, with children if required, to advocate for child's best interests.
- In capacity of support person, send regular updates to Child Welfare Committee and establish rapport with the bench.
- Work with lawyers to advocate for and help children collect interim and final victim compensation from government schemes.
- Work with lawyers in conducting interviews and pre-trial visits and working with children and families through the criminal trial.
- Attend court hearings and support children when they give statements and testify.



- Help conduct child and family experience surveys to understand their interactions with the criminal justice system and obtain feedback on legal and psychosocial support services.
- Participate in bi-monthly casework meetings, stakeholder meetings organized by SPUWAC, DCPCR, DCPUs etc.
- Proactively engage government authorities, especially Child Welfare Committee (CWC) members, police officials, DCW and DSLSA counsels in court to gain influence that furthers children's cases.
- Prepare content and undertake trainings/webinars for key stakeholders and collaborators in various government/non-government agencies.
- Strictly adhere to CSJ ethical guidelines when representing children and collaborating with government authorities and stakeholder partners.
- Advocating for children and always working with children within a framework of child rights and trauma informed restorative approaches.
- Methodically document and record information about children's cases in the case management system in a consistent, accurate, comprehensive and timely manner.
- Collaborate with all/other team members as per project requirement.
- Conduct other activities as required by your supervisor.

### **Additional duties in light of COVID-19**

- Be equipped to interact with children and provide psycho-social support virtually or over telephone, when needed.
- Prepared to work with families struggling in terms of emotional wellbeing during COVID-19.

*\*Please note that this role requires sustained interaction with child sexual abuse victims which may create or aggravate mental health difficulties. However, as per organizational policy CSJ promotes staff care and self-care.*

### **Required qualifications and attributes**

- Master of Social Work (MSW) or related degree required.
- 0-2 years' experience in the development or human rights sector preferred, ideally child and women's rights or development.
- Proficiency in Microsoft Office or similar software and database systems.
- Demonstrated commitment to the disadvantaged and vulnerable sections of society.
- Excellent comprehension of written and spoken English and Hindi.



- Excellent oral and written communication and interpersonal skills.
- Demonstrated ability to work in a challenging, sometimes hostile, environment.
- Uncompromising insistence on truth, integrity and excellence in work.
- Persistent, bold, yet diplomatic, when standing up for child's best interests.
- Willingness to learn and stretch oneself beyond comfort levels.
- Ability to adapt to the changing environment of a new and growing organization.
- Commitment to meeting deadlines and achieving results under pressure.
- Willingness to respond to sexual assault cases and needs of survivors outside of working hours.
- Qualified women from underrepresented and marginalised communities are encouraged to apply.

### **How to Apply**

- Please make sure you have gone through the job description in detail.
- Interested and suitable candidates to apply by sending their CV and a Statement of Interest to [careers@csjindia.org](mailto:careers@csjindia.org)
- Candidates are encouraged to apply latest by June 20, 2022.

For any questions or clarifications, please write to us at [careers@csjindia.org](mailto:careers@csjindia.org)

### **Remuneration**

- Remuneration for this position will be commensurate with competitive industry standards and relevant work experience.