Job Description: Social Worker

Counsel to Secure Justice (CSJ) works on access to justice for children and enhancing child protection systems by integrating a restorative approach. Established in April 2012, today, CSJ's work spans legal and psychosocial support to child sexual abuse survivors (since 2013), mental health support, restorative and access to justice support for children in conflict with the law, and capacity building of institutional and grassroots child protection stakeholders.

We seek a competent individual to work on our Delhi project with children in the care of need and protection to undertake various program responsibilities.

Job Status: Full-Time

Job Title: Social Worker, Survivor Support Program

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

Job Role: We are seeking **2** compassionate and highly skilled **Social Workers** to support children who are survivors of sexual abuse, in accordance with the **Protection of Children from Sexual Offences (POCSO) Act, 2012**. The individual will serve as a **Support Persons** under the Act, ensuring the child's rights, safety, and well-being throughout the legal and recovery process.

The role requires a **trauma-informed approach**, strong coordination skills, and a deep understanding of child development, protection frameworks, and legal procedures.

Duration: Minimum two years commitment

Location: Based in Delhi, with travel to project locations when required

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 responders to child sexual abuse victims at the police station and during medical exams.
- Conduct needs assessments of children and home inquiries and identify psychosocial needs that stabilize children's living environment.
- Conduct preliminary counselling sessions with children and families covering themes of safety, coping and resilience.

- As a support person, advocate before various child protection stakeholders for child's best interest.

- Support the child/family in lodging complaint or representation, if needed, before police or other authorities.
- In the capacity of a support person, send regular updates to the Child Welfare Committee and establish rapport with the bench.
- Work with lawyers to advocate for and help children access interim and final victim compensation from government/legal 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.
- Any other work assigned by the supervisor

Note- Please note that this role requires sustained interaction with child sexual abuse victims which may create or aggravate mental health difficulties. Although CSJ has an organisation policy of staff care and self care, candidates who have experienced gender based violence would be advised to consider the impact on their mental health and then apply.

Required qualifications and attributes

- Master of Social Work (MSW) or related degree required.
- Minimum 2 years of experience in the development or human rights sector preferred, ideally child and women's rights or development. Preference will be given to applicants with prior experience of working as a support person.
- 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 a 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.

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 with the subject line "Application for Social Worker"

- Candidates are encouraged to apply by 7th December 2026.
- For any questions or clarifications, please write to us at careers@csjindia.org;