

Name of position	Social workers (Full Time)
No. of positions - 2 Social Workers at each Cell to be established in 02 districts of UT of Ladakh viz. Leh & Kargil districts	Total- 4
Advertisement No:	TISS/Project/Special Cell for Women /July-2021.
Last Date of Application	20 th July 2021
Salary	INR 28,000/- per month

Vacancy for position of 04 Social Workers in the pilot Special Cell for Women, Union Territory (UT) of Ladakh, established with/in Ladakh Police, by Tata Institute of Social Sciences, Mumbai, with support of National Commission for Women (Government of India)

The National Commission for Women (Government of India) has undertaken collaborative work with the Tata Institute of Social Sciences (Mumbai) for demonstration of pilot units of “Violence Free Home – A Woman’s Right” project, based on Special Cell for Women and Children approach, i.e. an initiative of providing psycho-social-legal 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.

The Special Cells for Women & Children approach – as initiated by TISS (Mumbai) in 1984, creates space in the Police system for violated women to receive support through quality psycho-social- legal services provided by professional full-time social workers, within the criminal justice system, such that 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), is collaborating with NCW and Administration of UT of Ladakh (in particular the Police Department) for the establishment of 02 pilot Special Cell for Women in UT of Ladakh.

A total of **04 Social Workers are required for full-time work at 02 pilot Special Cells (team of 2 social workers at each Cell) to be established in 02 districts of UT of Ladakh viz. Leh & Kargil districts**. TISS hereby issues this advertisement for the 4 positions of social workers, as authorised by NCW (GoI), for the selection of suitable candidates for the same.

2. Selection Preferences:

2.1 The programme's service provision process requires that each Special Cell must have at 2 social workers, at least 1 being a woman, to respond to violated women's own preference & needs. candidates possessing necessary educational qualification & prior relevant work experience as detailed in section 3.1.2 below and based in Ladakh will be given preference.

2.2 The candidates not based in UT of Ladakh possessing necessary educational qualification & prior relevant work experience as detailed in section 3.1.2 below may also be considered

2.3 The candidates based in UT of Ladakh possessing Master’s degree in other social sciences such as Women Studies, Psychology, Sociology, may also be considered at the discretion of the Selection Committee.

3. The details including job description, eligibility criteria etc. for the position are as follows:

3.1 Education and Experience criteria:

3.1.1 Candidate should have (a) knowledge of issues of gender and violence against women in the district and UT of Ladakh, and of direct interventions, and (b) prior experience in direct casework and/or intervention work on women's issues at the grass-root level.

3.1.2 The candidate must have a post-graduate qualification in social work (M.A. in Social Work/MSW) from Central/Deemed/State-Recognized University and/or 2 years work experience in the social-development sector.

Those with post-graduate qualification in social work (M.A. in Social Work/MSW) from Central/Deemed/State-Recognized University with 2 years' work experience in social-development sector will be given first preference.

Those with post-graduate qualification in social work (M.A. in Social Work/MSW) from Central/Deemed/State-Recognized University will be given second preference.

3.1.3 The candidate must demonstrate commitment to working on issues of violence against women vide direct work with both survivors and State systems.

3.1.4 Candidate must demonstrate willingness to travel across the allotted district, and within UT of Ladakh and occasionally to other States as per programme requirements detailed in section on job description above.

3.1.5 Verbal and written fluency in Ladakhi, and local languages/dialects is essential, and working knowledge of English and comfort with the use of computers & Internet is also necessary.

3.2. Location and terms of service:

These positions are full-time and based in the districts of UT of Ladakh. The selected social workers will be contractually employed and will be paid a consolidated honorarium of INR 28,000/- per month. Once appointed, the social worker will be expected to reside in the district allocated to them for the duration of their appointment and deputation for full-time work in the Special Cell. **The candidates only possessing the abovementioned experience & qualifications, and in the age group 22-50 years, need apply.**

3.3 Job description:

3.3.1 Individual and group interventions to end violence against women – incl. Social casework processes, empowerment & behavioral change facilitation, referrals and pre-& during litigation support to women & child survivors of violence and their families, and engaging with men (respondents/perpetrators of violence, male family members) and with NGO & Governmental Departmental representatives (especially Police) in violated women & children's best interests (i.e. facilitating multi-agency coordinated response).

3.3.2 Planning, awareness-building and capacity-building, in compliance with programmatic, strategic & financial management for the “Violence Free Home – A Woman’s Right” (Special Cells for Women) programme across the allotted district in which the Special Cell is functional.

3.3.3 Networking & advocacy on issues of violence against women & children, and intervention in situations of violence as experienced and reported by women & children, with NGOs & Governmental Departments, at district & sub- district levels.

3.3.4 Writing, editing reports & compiling data extensively and regularly for purposes of programme documentation, official record etc.

3.3.5 Periodic travel across the allotted district, within the U.T. of Ladakh and occasionally to other States of India as per programme requirements of training, exposure fieldwork, campaigns, regional meetings etc.

4. Advertisement for the position is available on the website: www.tiss.edu.TISS and NCW, GoI 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. Interested candidates are required to send their application to the mail id of ladakhspecialcells@tiss.edu up to 20th July 2021 at 6:00PM.

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