

Advertisement for walk in interviews for 3 positions of Social Workers in the Crime Against Women Cells of Delhi Police Department

The National Commission for Women (Government of India) and Department of Police, Delhi, have undertaken collaborative work with the Tata Institute of Social Sciences (Mumbai) for the 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 was started in 2009 in Delhi Police's Special Police Unit for Women & Children and CAW Cells, and is now being expanded to 11 new Police locations, viz. Delhi Police CAW Cells. 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 Delhi Police for the establishment of 11 new CAW Cell-based teams - of 2 social workers each - in Delhi. A total of **3 social workers** (women only, having prior direct intervention work experience), **are required for full-time work at the new 11 CAW Cell-based units.**

TISS hereby issues this advertisement for walk-in interviews for the 3 positions of social workers at Delhi Police CAW Cells, as authorised by NCW (GoI) and Delhi Police Department, for the selection of suitable candidates for the same.

2. Selection Preferences:

2.1. The programme's service provision process requires that each CAW Cell must have 2 women social worker to respond to violated women's own preference & needs. Delhi & NCR-based women/female candidates possessing necessary educational qualification & prior experience as detailed in section 3.1.2 below will be given first preference.

2.2. Women/female candidates not based in Delhi or NCR possessing necessary educational qualification & prior experience as detailed in section 3.1.2 below will be given second preference.

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 & 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.

3.1.2 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.

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

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

3.2. Location and terms of service:

These positions are full-time and based in the districts of Delhi. 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 Delhi for the duration of their appointment and deputation for full-time work in CAW Cells of Delhi Police. Only persons possessing the abovementioned experience & qualifications, and in the age group 18-50 years, need apply.

3.4 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 CAW 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 reports & compiling data extensively for purposes of programme documentation, official record etc.
- Periodic travel across the allotted district, and occasionally across Delhi and/or 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. 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.

5. Interviews will be conducted on 06.05.2016 at **SPUWAC (Special Police Unit for Women and Children) H.Q., Office of the Joint Commissioner of Police, Nanakpura, South Moti Bagh, New Delhi – 110021.** Please carry a print copy of your CV and original/copy of your Masters/ MA/MSW degree certificates with you. Kindly note that travel or accommodation related with interview attendance will not be reimbursed.

6. For further details and clarifications, email delhi.spcell@tiss.edu