

Advertisement for WALK-IN interviews for 10 positions of Social Workers in the Special Cell for Women to be established with/in Madhya Pradesh Police, by Tata Institute of Social Sciences, 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 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 Madhya Pradesh (in particular the State Police Department) for the establishment of 5 pilot Special Cell for Women in Madhya Pradesh. A total of **10 female social workers** (preferably having prior direct intervention work experience), **are required for full-time work at 5 pilot Special Cells (team of 2 social workers each) to be established in 5 districts of Madhya Pradesh viz. Jabalpur, Gwalior, Indore, Bhopal and Sagar.** 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. Selection Preferences:

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

2.2. Women/female candidates not based in Madhya Pradesh possessing necessary educational qualification & prior experience as detailed in section 3.1.2 below and women/female candidates based in Madhya Pradesh possessing Masters degree in other social sciences, humanities subjects & helping professions may also be considered at the time of registrations 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 & 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) a post-graduate qualification in social work (M.A. in Social Work/MSW) and 2 years' work experience in social-development sector, and must also demonstrate commitment to working on issues of violence against women vide direct work with both survivors and State systems, **or** (b) 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 Madhya Pradesh 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 Madhya Pradesh. The selected social workers will be contractually employed and will be paid a consolidated honorarium of INR 20,000/- 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. **Only women/female candidates 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 for Women) programme across the allotted district in which the Special 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 Madhya Pradesh 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 30.07.2016 at Police Training and Research Institute (P.T.R.I.), Jail road, Jahangirabad Bhopal-462008.

Registrations will begin at 9.30 a.m. and go on till 1pm. 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 rc_vaw@tiss.edu