



## **JOB DESCRIPTION**

**OPENING FOR: CONSULTANT NURSE AIDE (WOMAN ONLY)**

**NAME OF THE PROGRAM: PREVENTION OF VIOLENCE AGAINST WOMEN AND CHILDREN**

**ROLE REPORTS TO: CENTRE ADMINISTRATOR**

**LOCATION: KEM HOSPITAL**

### **THE PROGRAM – PREVENTION ON VIOLENCE AGAINST WOMEN AND CHILDREN**

SNEHA's Program on Prevention of Violence against Women and Children aims to develop high-impact strategies for primary prevention, ensure survivors' access to protection and justice, empower women to claim their rights, mobilise communities around 'zero tolerance for violence', and respond to the needs and rights of excluded and neglected groups. The Program prioritises enhanced co-ordination of the state response to crimes against women through convergence approach that works with government and public systems to reinforce their role in assuring basic social, civil and economic security. Primary preventive interventions are carried out through community outreach programs and campaigns. Secondary interventions for survivors of violence are provided through a comprehensive service-oriented system.

### **One Stop Centres (OSC)**

SNEHA has been appointed as the implementing agency in the One-Stop Centre, at KEM Hospital. One Stop Centres (OSC) is intended to support women affected by violence, in private and public spaces, within the family, community at the workplace. Women facing physical, sexual, emotional, psychological and economic abuse, irrespective of age, class, caste, education status, marital status, race and culture will be facilitated with support and redressal. Aggrieved women facing any kind of violence due to attempted sexual harassment, sexual assault, domestic violence, trafficking, honour related crimes, acid attacks or witch-hunting who have reached out or been referred to the OSC will be provided with specialized services.

### **WHAT SNEHA CAN OFFER YOU**

The Paramedical staff will be trained to understand women's rights, gender-based violence, and legal procedures relating to medical aid and care of women and children.

The position in the OSC is on consultancy basis. This person needs to be available when the need arises

### **THE PROFILE**

The OSC has been opened in KEM Hospital in collaboration with SNEHA. The OSC will cater to the women who are facing violence and provide them with support and care.

**The Paramedical staff – will be responsible for:**

- A Paramedical staff will provide basic medical care to the women in one stop centre.
- Paramedical staff will work in shifts to provide 24-hour service at OSC.

- She will provide first-aid to the aggrieved woman until she reaches the hospital.
- She will accompany the woman affected by violence to the Hospital / anywhere within the hospital premise. In cases of women affected by sexual violence, she will ensure strict compliance of the protocols developed by MoHFW to conduct forensic examination and other tests by the Doctors.
- She will help in drafting the medical case history of the women affected by violence.
- Evaluate and monitor the survivor's progress.
- Identify sudden or subtle changes in medical condition.
- Deliver regular updates to CA and team members.
- Care for survivor throughout the recovery in OSC
- Complete all necessary paperwork before discharge or transfer to other services
- Maintain records and documentation
- Create and implement effective care plans

### **EXPERIENCE AND QUALIFICATIONS**

- A certificate course in Nursing or a relevant field
- 1-2 years of experience as Paramedical staff in medical or other setting
- Good understanding of health information and structures
- Available to work 12 hours a day
- Demonstrate brilliant empathy and communication skills
- Ability to work in stressful environment.
- Understanding of issue on violence against women will be an advantage

### **MANAGERIAL (LEADERSHIP) COMPETENCIES**

- Effective team management skills, including problem-solving and conflict-resolution abilities.
- Proven ability to work with a variety of stakeholders including companies, government organisations, community organisations, etc.
- Ability to stay calm, think clearly and give guidance in a crisis.

### **PERSONAL ATTRIBUTES**

- Unflinching commitment to gender equality and women's rights.
- Ability to put aside personal biases and religious/cultural/social/economic upbringing/values when working with survivors of violence.
- Effective communication and inter-personal skills.
- Ability to manage change and diversity.
- Enthusiasm for community engagement and networking.
- Strong sense of empathy, and negotiation and persuasion skills.
- Sound values and work ethics.
- Willingness to travel within Mumbai and its environs.
- Willingness to work late and on weekends, if necessary for a case.

## **APPLICATIONS**

Interested candidates can send their resume with cover letter by date via email on [shikha.kotian@snehamumbai.org](mailto:shikha.kotian@snehamumbai.org) with the subject line: **SNEHA-PVWC-OSC- CONSULTANT NURSE AIDE(WOMAN ONLY)-KEM HOSPITAL**