

JOB DESCRIPTION

OPENING FOR: Consultant Counsellor (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 KEMH Hospital. One Stop Centers (OSC) are intended to support women affected by violence, in private and public spaces, within the family, community and 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, honor related crimes, acid attacks or witch-hunting who have reached out or been referred to the OSC will be provided with specialized services. 1.2 Under this Scheme, in the first phase, one OSC envisaged to be established in each State/UT to facilitate access to an integrated range of services including medical, legal, and psychological support.

The Program's counselling centres and services

SNEHA works on secondary prevention of violence through crisis intervention and extended response (including counselling) that are delivered by counsellors trained in addressing gender-based violence. Services comprise of taking the woman to the hospital, enlisting police help, lodging police complaints, imparting pre-litigation counselling, filing cases under the Protection of Women from Domestic Violence Act and other laws, home visits, referrals to shelter homes/mental health services/other services according to the woman's needs, and subsequent long-term follow-up.

One Stop Centres (OSC)

The OSC centre has been opened in KEM Hospital in collaboration with DWCD and SNEHA. One Stop Centres (OSC) are intended to support women affected by violence, in private and public spaces, within the family, community and 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. 1.2 Under this Scheme, in the first phase, one OSC envisaged to be established in each State/UT to facilitate access to an integrated range of services including medical, legal, and psychological support.

WHAT SNEHA CAN OFFER YOU

SNEHA is a woman-led organisation with staff from diverse backgrounds. We have a maternity leave policy in keeping with the recent government ruling, as well as a paternity leave policy, among others.

SNEHA believes in investing in the professional and personal development of its staff. The Program's counselling centres train counsellors in the Rogerian client-centred approach and in administering psychological first aid. They are also trained in mental health counselling which includes responding to common mental health conditions, suicide risk assessment and intervention, psycho-education, and ethics in counselling (self-care, boundaries, etc.). Counsellors are given refresher training on basic principles of counselling, women's rights, gender-based violence, and laws relating to women and children.

THE PROFILE

The OSC centre has been opened in KEMH Hospital in collaboration with SNEHA. At this centre, SNEHA is keen to reach out to women living in the vicinity. There is a dearth of services that specifically target women in the community and many of them access the hospitals, and as SNEHA has received many calls for help (through the website and the crisis phone lines) from this group.

The Program Officer (Counselling) - will be responsible for:

- a. She will provide psychological counselling and guidance to the woman affected by violence and support in referral services that may be deemed fit for the women affected by violence based on her needs.
- b. She will help draft the case history of the women affected by violence
- c. She will help in drafting the medical case history of the women affected by violence.
- d. Offering crisis services, immediate relief and support, and long-term intervention (extended response) and services to women and children facing violence, as well as to family members and perpetrators.
- e. Networking with other service providing agencies in the interest of the survivor of violence and making appropriate referrals (police, legal, health, and NGOs).
- f. Administrative responsibility of maintaining case records, registers, writing referral letters, writing minutes, collecting, entering and sharing data with the PVWC team, etc.
- g. Preparing case studies.
- h. Managing and responding to the crisis phone line.
- i. Preparing relevant behaviour change communication material or training modules.
- j. Adherence to SNEHA values, policies and guidelines.
- k. Any other work that may be assigned to achieve the programmatic and organisational goals.
- l. Conducting Trainings and awareness camps at the hospital for the various health care functionaries

EXPERIENCE AND QUALIFICATIONS

1. Educational qualification: Master's Degree (Counselling/Social Work/Psychology/Allied).
2. At least 5 years' work experience in crisis counselling and intervention.
3. Command over the English language is necessary. Hindi-speaking skills are desirable.
4. MS Office skills are necessary.
5. Prior experience in working with survivors of gender-based violence is desirable.

MANAGERIAL (LEADERSHIP) COMPETENCIES

1. Effective team management skills, including problem-solving and conflict-resolution abilities.
2. Proven ability to work with a variety of stakeholders including companies, government organisations, community organisations, etc.
3. Staying focused on goals to ensure desired outcomes.
4. Ability to stay calm, think clearly and give guidance in a crisis.

PERSONAL ATTRIBUTES

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

SALARY AND EMPLOYMENT CONDITIONS

Salary will be as per existing bands and based on qualifications, prior experience and suitability to the role.

Interested candidates can send their CV via email to sejal.kandalgaonkar@snehamumbai.org with the Subject line "Consultant Counsellor"