

Challenging Violence Against Women Project

Post of: Men's Project Worker – Kurdish, Sorani language
part of the CIS Challenging Violence Against Women Project

Responsible to: Challenging Violence Against Women Project Manager

Length of post: 2 years, then subject to further funding

Salary: £9,200 a year (pro rata of £23,000 a year)

Hours of work: 14 hours a week, Monday to Friday 8am to 6pm, with time off in lieu for occasional evening or weekend working

Place of work: CIS office, Albany Centre, 44 Ashley Street, G3 6DS and from home by arrangement and as Scottish Government guidelines

Pension Contribution: 5% from employer

Purpose of the post: To provide information on Violence Against Women (FGM – Female Genital Mutilation; GBV – Gender Based Violence and HBV – Honour Based Violence) to men in Kurdish and other relevant communities in order to:

- Raise awareness in BME communities of human rights and responsibilities
- Raise awareness among men on VAW in general and FGM, GBV and HBV in particular and their consequences
- Motivate men to participate in challenging FGM, GBV and HBV among their families and communities,
- Reduce FGM, GBV and HBV's prevalence and practise

Job description

Men's Project Worker – Kurdish, Sorani language

1. Signpost and provide support to individuals in relation to general issues
2. Provide one-to-one information on FGM, GBV and HBV to individuals within the target groups
3. Supervise and follow-up Community Champions' Progress
4. Maintain high levels of confidentiality
5. Arrange information sessions for groups or individuals

6. Adhere strictly to legal requirements and best practice especially in relation to protection of children and vulnerable adults
7. Organise and facilitate discussions and group seminars
8. Build links and capacity with community organisations
9. Attend training or events as required
10. Maintaining high levels of confidentiality throughout
11. Maintaining and designing databases and evaluation forms as appropriate
12. Carry out any further appropriate duties which might arise to further the interests of the client group and of CIS
13. Support the ethos and aims and objectives of Community InfoSource at all times

Job description to be reviewed after three months in post

This post is subject to a 6-month probationary period

September 2021

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Person specification

ESSENTIAL

1. Male
2. Experience of supporting human rights in Scotland or another country, in the voluntary or public sectors, in paid employment or in a voluntary capacity
3. Good spoken and written English
4. Fluent in spoken and written Sorani language and with an ability to understand dialects
5. Experience of using basic computer packages: word processing, database, and email
6. Ability to demonstrate commitment to equality of opportunity
7. An understanding of the additional and specific human rights issues faced by BME women in Scotland
8. A commitment to maintaining very high standards of confidentiality
9. Ability to support and motivate other people
10. Ability to work independently on your own initiative
11. Ability to work as part of a team
12. Willingness to be based in Glasgow but travel to Edinburgh when needed

This is a special case exception for men, as a genuine occupational qualification in terms of Schedule 9, Part 1 of the Equality Act 2010.

Desirable:

- a) Awareness of the harm of abusive cultural practices
- b) Experience in working with a challenging FGM project
- c) Experience of working in the voluntary sector
- d) Written or spoken other community languages
- e) A community development qualification
- f) Experience of delivering group work
- g) An understanding of mental health issues
- h) An understanding of voluntary sector funding
- i) Experience of monitoring and evaluation