

## **JOB DESCRIPTION**

### **Challenging Violence Against Women (CVAW) Project**

#### **Post: Men's Project Worker – West Africa**

Community InfoSource has secured funding, from Scottish Government's Delivering Equally Safe fund and from the National Lottery Community Fund Improving Lives, for our Challenging Violence Against Women (CVAW) Project. This project aims to challenge all forms of violence against women and girls through working with men in communities affected by Female Genital Mutilation (FGM). The post is for 35 hours a week from November 2023 and thereafter subject to funding.

**Men's Project Worker – West Africa** Based in Glasgow (35 hours a week guaranteed until 31 March 2023 and might drop to 28 hours thereafter subject to funding)

**Salary:** £24,150 a year for 1 year in the first instance, though likely to be longer pending funding decisions.

The aim of the post is to provide information on FGM to men in specific BME communities in order to:

- Raise awareness in BME communities of human rights and responsibilities
- Raise awareness among men on FGM and its consequences
- Motivate men to participate in combating FGM among their families and communities,
- Reduce FGM prevalence and practise

#### **Job description**

##### **Men's Project Worker – West African country background:**

1. Signpost and provide support to individuals in relation to general issues
2. Provide one-to-one information on FGM 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. Organise and facilitate discussions and group seminars
7. Build links and capacity with community organisations
8. Attend training or events as required
9. Maintaining and designing databases and evaluation forms as appropriate
10. Adhere strictly to legal requirements and best practice especially in relation to protection of children and vulnerable adults
11. Carry out any further appropriate duties which might arise to further the interests of the client group and of CIS
12. Support the ethos and aims and objectives of Community InfoSource at all times

**Community InfoSource**

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**Telephone: 0141 258 2773 • Website: [www.infosource.org.uk](http://www.infosource.org.uk)**

**Company No SC291462 • Scottish Charity No SC049135**

## **Person specification**

### **Essential:**

- Male
- Experience of supporting human rights in Scotland or another country, in the voluntary or public sectors in paid employment or in a voluntary capacity
- Good spoken and written English
- Fluent in a West African language and English as spoken in West of Scotland and ability to understand dialects
- Experience of using basic computer packages: word processing, database, and email
- Ability to demonstrate commitment to equality of opportunity
- An understanding of the additional and specific human rights issues faced by BME women in Scotland
- A commitment to maintaining very high standards of confidentiality
- Ability to support and motivate other people
- Ability to work independently on your own initiative
- Ability to work as part of a team
- Willingness to be based in Glasgow
- Willingness to take part in appropriate training as required
- Willingness to represent and uphold Community InfoSource's ethos

*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:**

- Awareness of the harm of abusive cultural practices
- Experience in working with an FGM combating project
- Experience of working in the voluntary sector
- Written or spoken EA community language
- A community development qualification
- Experience of delivering group work
- An understanding of mental health issues
- An understanding of voluntary sector funding
- Experience of monitoring and evaluation

Job description to be reviewed after three months in post

**CHALLENGING VIOLENCE AGAINST WOMEN  
is part of Community InfoSource**