



Vacancy Announcement

Job Title: Senior Social Worker
Project Name: Protection and Assistant Programme for Refugees and IDPs in Duhok-Iraq
Project Area: Duhok Governorate
Vacancy Ref. No: 92
Number of Vacancies: 1
Applicants Residence: Duhok Governorate
Preferable Gender: Female
Duration of Appointment: 11 Months
Expected Starting Date: 1 February 2022
Deadline: 16 January 2022
Type of Contract: Employment Contract
Working Hours: 8:00AM_3:30PM

Background:

Harikar NGO is a neutral, non-governmental, non-profit humanitarian organization established on 30th May 2004 by a group of social activists. Harikar NGO as stated in its mission statement strives toward the fulfilment of human and women rights in Dohuk Governorate as stipulated in the new Iraqi constitution of 15th October 2005. Harikar is committed to- within its resources- contribute towards the achievement of the internationally agreed Millennium Development Goals. Harikar believes in human rights, the right of every person to reach his/her potential without discrimination on the basis of race, gender, religion, social segment and ethnicity. Harikar strives to achieve social justice especially among the marginalized vulnerable groups and works towards eliminating all forms of discrimination against women by promoting their capacity to fully participate in community development. Harikar has been able to successfully carry out more than 80 projects, through funding from various partners including UNFPA, RRT/PRT, UNHCR, UNESCO, UNICEF, UNOCHA, Diakonia, UNDP, UNOPS, IRD, Mercy Corps, CARE International, ASB, GIZ, Acted, IRC, IRI, NDI, SCF-UK, Mission east, ICSP and others.

Terms of References

Job Overview:

The Senior Social Worker under the supervision of Assistant Project Manager for GBV will Provide Psychosocial support-PSS and counselling to GBV survivors from Syrian and non-Syrian refugees and asylum seekers and IDPs in camps and urban areas in Duhok governorate. The Senior Social Worker shall provide technical support, guidance and PSS to Harikar GBV and protection teams and contribute in reducing stress of the concerned staff. The Senior Social Worker in collaboration with GBV actors and UNHCR will provide counselling and trainings to the GBV team in line with international standards, and as following;

Scope of Work (Duties and Responsibilities):

- Manage and assist cases of GBV survivors in camps and out of camps, particularly, focusing on the Psycho-social side of beneficiaries/cases.

- Provide comprehensive PSS counseling to GBV survivors focusing on the survivor centered case management approach.
- Conduct assessments and provide counseling, both, at individual and group level as the situation demands.
- Maintain and strengthen existing networks with other service providers at the camp and out of camp levels, to ensure that GBV survivors receive qualitative services and support in a timely manner.
- Conduct capacity building activities, including but not limited to, trainings on Psycho-social support and self-care to, 1) community leaders, community members and volunteers, 2) GBV team, and support them as required.
- Responsible of referring beneficiaries to the concerned service provider by using referral pathway and referral inter-agency form.
- Document beneficiaries' data accurately and ensure that they are kept in appropriate places that only authorized persons can access and submit the required documents on time.
- Don't share any information of GBV survivors with other service providers or any other people without prior permission of line manager and already signed consent form of the case.
- Compose reports as per required and agreed with Assistant Project Manager for GBV, on the conducted activities.
- Senior Social Worker to hold meetings on continuous basis with staff tackling with complicated GBV cases in order to address any team/individual concerns and share feedback with them accordingly.
- Conduct bi-weekly case conferences with Case / Social Workers to review case management issues and provide guidance on specific complicated cases.
- Provide ongoing technical support and mentorship for the Case / Social Workers and other related project staff to develop professional and technical competencies in GBV and other relevant Protection issues.

Additional Duties and Responsibilities:

- Attend and participate in trainings, workshops, forums and other capacity building exercises as per requested by the line manager;
- Senior Social Worker is a member of Harikar emergency response team; responds to any emergency situations that might occur in KR-I border points with Syria and Turkey.
- Fulfil other duties as required by your line manager.

Experience, Qualifications and Skills:

Educational Qualifications:

- Master and/or Bachelor's Degree in Psychology, Social Science and or related fields.

Professional Experience:

- Have minimum 3 years of experience with humanitarian work in the related field.
- Ability to communicate in a highly professional manner with beneficiaries, community members, and partners.
- Able to complete required reporting and documentation within the set SoPs, guidelines, and deadlines.
- Highly motivated, creative, and compassionate person who is dedicated to ensuring that models of best practice are utilized.
- Good team player; able to take direction and work collaboratively with others.
- Able to maintain the highest levels of confidentiality.
- Ability to promote the values of equality, non-discrimination, and human rights for all.

Skills:

- Fluent in written and spoken English, Kurdish and Arabic
- Excellent written and verbal communication skills.
- Problem solving and conflict resolution skills.
- Ability to work under pressure and in a challenging environment.
- Very good communication and interpersonal skills. Candidate needs to be flexible and creative, respectful and diplomatic. Results-driven and highly motivated to assist the most vulnerable amongst refugees.

Reporting and Supervision

Reports to: Assistant Project Manager for GBV

Supervises: None

Expected Conduct:

- Ensure that confidentiality is always maintained when sharing data and information about persons of concern;
- Work with the Harikar/UNHCR GBV and protection teams in a cooperative and collaborative manner;
- Maintain cooperative relationships with partners;
- Maintain high professional and ethical standard when both on and off duty, including upholding the principles and practices set out in the Code of Conduct and adhering to international standards;
- Seek guidance and technical support when needed with “Do no harm” principle being the priority at all times.

Commitment:

- All Harikar staff must be committed to the Core Humanitarian Principles as well as the Core Humanitarian Standards in Accountability and Quality Management
- All Harikar policies and guidelines are an integral part of this Job Description and must be implemented, e.g.:
 - Harikar operational guidelines and Policies.
 - Guideline prevention of corruption.
 - Guideline on PSEA.
 - Harikar Code of Conduct
 - Child Safeguarding