

GBV Caseworker

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Company: International Medical Corps

Location: Pakistan

Category: other-general

JOB SUMMARY:

The GBV Caseworker will be responsible for providing direct support, including GBV case management and psychosocial support services, to vulnerable women and girls and survivors of GBV.

To perform this job successfully, an individual must be able to perform each essential function with or without reasonable accommodation:

MAIN TASKS AND RESPONSIBILITIES

Service Provision

- Provide age-appropriate and survivor-centred GBV Case Management services to survivors of GBV and vulnerable women and girls, in line with the Inter Agency GBV Case Management Guidelines, including assessment of survivor's needs; basic counselling; support to develop and implement a care plan; support to develop and implement a safety plan; and support to access services additional services in line with clients' wishes.
- Coordinate closely with the Casework Supervisor and seek support when required
- Provide information on available services and support survivors' informed choices through referral, accompaniment, service coordination and follow up, and participation in referral systems/pathways.
- Distribute emergency cash and material assistance based on individual needs assessments and in line with established protocols
- Participate in regular case review meetings and coaching sessions

Monitoring and Reporting

- Seek feedback from clients and adapt services accordingly
- Support post-distribution monitoring
- Carefully document service provision and maintain case files
- Adhere to strict data protection and information-sharing protocols to protect the privacy, confidentiality, and safety of survivors

Coordination, Advocacy and Representation

- Develop and maintain contact with relevant stakeholders including community leaders and other humanitarian partners and service providers.
- Coordinate with other service providers and community focal points to strengthen access to services and build support for survivors
- Organize case management meetings, as required, with other service providers
- Coordinate with MHPSS, child protection, health, and other sectors to strengthen integration and referrals
- Represent program goals and GBV standards

Security and Conduct

- Ensure compliance with security protocols and policies
- Foster a safe and supportive working environment for all GBV staff and partners
- Exemplify core principles of GBV programming, including respect, non-discrimination, responsible use of power, nonviolence, and promotion of gender equality
- Contribute to the positive image and overall credibility of the program and organization, notably through adherence to the Code of Conduct and Ethics, including compliance with anti-harassment, safeguarding and PSEA policies

Perform other duties as assigned. The duties and responsibilities listed in this document are representative of the nature and level of work assigned and not necessarily all inclusive.

Job Requirements

MINIMUM QUALIFICATIONS

- Typically, a degree in related field. Equivalent combination of relevant education and experience may be substituted as appropriate.
- Relevant experience helping women required; Relevant academic experience such as social work preferred.

- Demonstrated commitment to core principles of GBV programming, including gender equality and survivor-centered support services.
- Demonstrated familiarity, respect, and empathy for affected populations
- Commitment to championing survivors
- Good interpersonal and advocacy skills
- Very good listening and communication skills
- Familiarity with government and NGO service providers preferred
- Ability to exercise sound judgment, remain flexible, and apply experience and guidance to evolving challenges

Additional Technical or Language Requirements Pushtoo speaker

Code of Conduct

As applicable to this position, an individual must promote and encourage a culture of compliance and ethics throughout the organization and maintain a clear understanding of International Medical Corps' and donor compliance and ethics standards and adheres to those standards. Staff are also responsible for preventing violations to our Code of Conduct and Ethics, which may involve Conflicts of Interest, Fraud, Corruption or Harassment. If you see, hear or are made aware of any violations to the Code of Conduct and Ethics or Safeguarding Policy, you have an obligation to report. If this is a supervisory position, one must set an example of ethical behavior through one's own conduct and oversight of the work of others; ensure that those who report to you have sufficient knowledge and resources to follow the standards outlined in the Code of Conduct & Ethics; monitor compliance of the people you supervise; enforce the Code of Conduct & Ethics and International Medical Corps' policies, including the Safeguarding Policy and the Protection from Harassment, Bullying and Sexual Misconduct in the Workplace Policy, consistently and fairly; support employees who in good faith raise questions or concerns.

Safeguarding

It is all staff shared responsibility and obligation to safeguard and protect populations with whom we work, including adults who may be particularly vulnerable and children. This includes safeguarding from the following conduct by our staff or partners: sexual exploitation and abuse; exploitation, neglect, or abuse of children, adults at risk, or LGBTI individuals; and any form of trafficking in persons.

Equal Opportunities

International Medical Corps is proud to provide equal employment opportunities to all

employees and qualified applicants without regard to race, color, religion, sex, sexual orientation, national or ethnic origin, age, disability or status as a veteran. Share this job as a link in your status update to LinkedIn.

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