



JOB OPPORTUNITIES & ADVERT

Ubuntu Women Shelter Ending Violence Against Women & Girls

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 - **VAWG Advocate**
 - **Administrator**
 - **Outreach Development Worker**
 - **Wellbeing Development Worker**

imkaan

resourcing

racial justice

***To Request a Recruitment Pack Please Email:
chair@ubuntu-glasgow.org.uk**

Ubuntu Women Shelter

Ubuntu Women Shelter are a migrant, black and minoritised led by and for women's organisation supporting, campaigning for and providing services and shelter/refuge for destitute asylum seekers, and women with no recourse to public funds (NRPF) who are survivors of violence and abuse. Our central objectives are to end VAWG, address institutional/state violence and to alleviate poverty. Although based in Glasgow (largest asylum dispersal area in Scotland), the organisation works across Scotland and are the only dedicated NRPF shelter in Scotland. As a black feminist grassroots organisation, our work has been developed through an intersectional, anti-racist and No Borders ethos and lens. We raise awareness, campaign and work toward a radical re-envisioning of our society which addresses all forms of discrimination. In line with our vision and values the organisation has been resourced entirely through fundraising activities, donations and grassroots networks alone. Self-sustenance and self-care are central to our radical transformational politics.

Ubuntu Women Shelter offers specialist short term emergency accommodation provider run by and for womxn with lived experience of migration and/or destitution based in Glasgow. We provide a combination of shelter and host accommodation. Our front-line service also provides wrap around support and care that includes, referrals to lawyers, counsellors, and health care providers. Our services welcome transwomen and sex workers to our accommodation and our support services.

Job Opportunities

Ubuntu Women Shelter have developed a range of holistic services in consultation with Black and minoritised women who access our services. We have a model of support that centres on a black feminist understanding of collectivism and mutual aid and is recognisant of structural inequalities that migrant women are subject to:

- Violence Against Women and Girls Advocate: A specialist intersectional advocacy role that will be based in our shelter and will also support women in an outreach capacity;
- Administrator: Based at our community office, this role will support all projects and services, and will be at the heart of our project communications;
- Outreach Development Worker: This role will further develop and co-ordinate our community outreach work with local and regional Black and minoritised women and children;
- Mental Health & Wellbeing Development Worker: Ubuntu Women Shelter provide a range of holistic wellbeing activities which this worker will further develop alongside mental health and wellbeing pathways of support.

Please note that due to Covid-19 we are working in a largely remote capacity, as well as in a limited but safe capacity onsite at our office and in the Women's Shelter. We will continue to follow public health guidance in relation to our safe working practices during Covid.

2. RECRUITMENT TIMETABLE

CLOSING DATE FOR APPLICATIONS	5th April 2021 (Close of Day)
INTERVIEWS:	Week commencing 12th April
APPOINTMENT	1 Subject to receipt of satisfactory references 2 Successful Advanced PVG Check following Safer Recruitment protocols 3 Various start dates for posts

This post will be subject to an Advanced PVG check; Rehabilitation of Offenders Act (Exceptions Order) 1975. It will be necessary for a Disclosure to be made to the Criminal Records Bureau for details of any previous criminal convictions; and are open to women* only (*exempt under the Equality Act 2010 Schedule 9, Part 1)

VACANCIES

SPECIALIST VAWG ADVOCATE

£24,982-£27,041 (NJC Scale 6) pro rata

35 hours/week

You will work to support migrant Black and minoritised women providing comprehensive intersectional advocacy, advice and caseworker support and care. You will provide support within a refuge/shelter setting and in an outreach capacity to survivors of violence and abuse. You will also provide housing support to residents and women who face homelessness. You will be committed to advocating for the rights and wellbeing of the women support as well as highlighting and raising public awareness around political and social issues relevant to ending violence against women and girls (VAWG). Extensive experience of assessing the needs and risks to migrant women and children experiencing violence or abuse, of advocating for survivors, creating crisis plans, individual support and risk management and strong crisis management skills are essential.

OUTREACH DEVELOPMENT WORKER

£22,183- £24,491(NJC Scale 5) pro rata

18 hours per week

You will be working locally in Glasgow to support Black and minoritised women and children survivors of violence and abuse. You will have a sound knowledge and awareness of issues affecting black and minoritised women, especially in respect of violence against women, state responses, racism and intercultural and socio-economic barriers. You will develop pathways of support for women and children in the community as well as improving opportunities and resources. You will have experience of community awareness raising and organising, as well as black feminist rights based approach to community organising.

ADMINISTRATOR

£22,183- £24,491(NJC Scale 5) pro rata

25 hours/week

You will be supporting and developing Ubuntu Women Shelter's administrative systems and protocols across all projects. You will work alongside our external finance officer and oversee our onsite office and all Ubuntu internal/external communications. You will have excellent IT, communication and interpersonal skills and the experience of working in community based organisations. You will support the Ubuntu sites, health and safety and day-to-day running of the organisation which includes supporting events, courses and activities.

WELLBEING DEVELOPMENT WORKER

£22,183- £24,491(NJC Scale 5) pro rata

12 hours per week

You will support Ubuntu Women Shelters Wellbeing services and the development of a model of holistic therapeutic care for migrant Black and minoritised women who have experienced gender based violence. You will have a good understanding of holistic wellbeing and healing from a black feminist and trauma informed perspective. You will be good at developing partnerships and relationships and will support the design of services in consultation with the women who access our services.

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