

# Job Description:

## Social Worker (Hoima)

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Redeem's mission is to protect widows and orphans from violent abuse and exploitation by:

- Awakening** the world to the need to defend the orphan and the widow in the twenty-first century;
- Assembling** the resources needed to protect the world's most vulnerable widows and orphans;
- Assisting** law enforcement in real cases that restore victims and restrain their abusers; and
- Amplifying** law enforcement protection through community engagement and capacity building.

We are currently implementing a program in Uganda to protect widows and orphans from the devastation of predatory eviction with plans to expand our defense of the vulnerable into other countries in the future.

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As a Redeem Social Worker, you will support and restore victims of predatory eviction as they navigate the criminal, civil and administrative justice systems and enhance the capacities of our law enforcement partners from the Justice Law and Order Sector ("JLOS") while contributing to Redeem's culture of Christian excellence. Specific responsibilities include:

### Case work

- Partnering with other members of the casework team in developing Redeem's overall intervention strategy and developing trauma-informed intervention strategies in individual cases;
- Assessing client needs and devising intervention plans to ensure their restoration and flourishing;
- Monitoring and evaluating client progress against the intervention plan throughout the engagement;
- Providing Redeem clients with rehabilitative services directly or through identified Redeem partners;
- Responding to crisis situations and emergencies impacting Redeem clients during the engagement;
- Mapping and establishing support networks to meet the identified needs of Redeem clients;
- Providing Redeem Attorneys with feedback and information relevant to client representation;
- Assisting Redeem Attorneys in preparing clients for participation in legal proceedings;
- Providing counseling and support for Redeem clients involved in legal proceedings;
- Recording and reporting casework data in Redeem's data and case management systems.

### Capacity Building

- Developing strong working relationships with probation officers and other social service providers;
- Identifying lessons learned and opportunities for improvement from Redeem's casework;
- Participating in Gender Coordination Cluster meetings or in other similar JLOS coordinating bodies;
- Providing direct casework support to police officers and state prosecutors in Redeem cases;
- Mentoring and advising probation officers in cases involving Redeem clients or Redeem's work;
- Supporting police officers and prosecutors in providing trauma-informed services to victims;
- Developing and facilitating trainings and equipping projects that will improve interventions;
- Advocating on behalf of Redeem and its partners with JLOS and other relevant governing bodies.

### Miscellaneous

- Communicating with donors, supporters, media and other outside parties about Redeem's work;
- Contributing to the review and design of organizational systems, guidelines and policies;
- Participating in Redeem's professional development and spiritual formation activities;
- Supporting other teams within Redeem in the achievement of their objectives;
- Keep and maintain clients' data on paper and electronic management systems. and
- Completing other duties as assigned.

# Recruiting Profile:

## Social Worker

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Redeem strives to build a culture of Christian excellence that reflects the following four core values:

We love each other well;  
We don't make easy things hard;  
We measure by results; and  
We are joyful in our work.

Redeem is looking for a highly skilled and responsible individual who will reflect these values while supporting the representation of individual victims of violence in the criminal, civil, and administrative justice systems and enhancing the capacities of our law enforcement partners from JLOS. Specific attributes include:

### Experience

Required: A Degree in social work, social sciences, development studies or related field;  
Required: Three or more years experience in providing counseling to individuals and families faced with violence and abuse;  
Required: Experience in working with survivors of violence and abuse;  
Preferred: Skills and experience in stakeholder analysis and partnership management; and  
Preferred: Graduate studies or additional certifications in related fields

### Skills

Required: Fluency in English, Runyoro, and Runyakitara with excellent written and oral communication in all;  
Required: Computer literacy with strong capacity in word processing, email, and other systems;  
Required: Familiarity with trauma-informed approaches to survivors of violence and abuse in the context of Access to Justice;  
Preferred: Understanding of Google business suite and digital project management tools; and  
Preferred: Public speaking and or teaching skills.

### Attributes:

Required: Mature Christian faith;  
Required: High degree of personal and professional integrity and trustworthiness;  
Required: Strong teamwork, interpersonal skills, and ability to work on a multidisciplinary team;  
Required: Excellent independent professional judgment and ethical decision-making;  
Required: Innovative and creative problem-solving in the face of complex nuanced issues;  
Required: Persistence and tenacity in the face of difficult problems or challenges;  
Required: Commitment to meet deadlines and achieve results in a fast-paced environment; and  
Required: Love-motivated service orientation toward clients, colleagues, partners, and adversaries.

The Social Worker will report to the Program Manager and will be based in Hoima, working primarily in Bunyoro sub-region with occasional travel throughout Uganda.

Interested applicants should upload a cover letter and resume by [clicking here](#) by 26th February 2025.