



Job Description

Key Worker

ABOUT US:

Charis started in 2008 as an outreach project to people in the sex industry from a local to church to address a need in the community. In 2014 Charis Tiwala ("Charis") became a registered charity.

Charis is a Christian charity in Hertfordshire, offering support and assistance to people who are in, or affected by, the sex industry.

Our vision is to see a society where everyone is valued, treated with dignity and able to live a fulfilling life; without the danger of being trafficked or sexually exploited.

At Charis we focus on:

- Preventative work
- Regular outreach
- Practical and emotional support

Charis exists to give people in the sex industry the opportunity for choice again (where so many choices have previously been taken from them); a choice to exit if they wish, and a choice to rebuild a new life as they would choose to live it.

Our offer of support is always a choice and never an obligation.

ABOUT THE ROLE

Job Title: Key Worker

Responsible to: The Key Worker will report to the Team Manager

Contract: One year fixed contract (with the potential of becoming permanent at the end of the year subject to funding).

Hours per week: 2 days (16 hours) or 3 days (24 hours) per week, including one evening per week. There is potential to have some flexibility around working hours.

Annual Salary: £23,000 - £25,000 full-time

Holiday entitlement: All employees are entitled to 5 working weeks holiday full pay, plus statutory bank holidays, the employee's birthday (if it falls on a working day) and the week between Christmas and New Year.

Job Overview: The Key Worker's role is to provide holistic emotional and practical support and assistance to people who are in contact with Charis, in a professional and personable way.

Responsibilities:

- To have a caseload of individuals to key work, providing high quality support appropriate to their expressed needs.
- Receiving new referrals, gathering information, writing support plans, delivering support, and signposting - utilising both internal and external resources.
- Building, maintaining, and ending positive relationships with women in contact with Charis.
- Monitoring and maintaining accurate and up to date records, forms and plans in line with Charis's policies and procedures.
- Adhere to data protection requirements in regard to personal or sensitive information.
- Participate in delivering Charis's outreach service; including visiting venues, on street outreach and online outreach.
- Contributing to delivering weekly Bible studies for the women Charis works with.
- Responsible and accountable for participating in an effective staff team and the general running of Charis's service.
- Actively engaging with other organisations to ensure high level of care for women in contact with Charis.
- Attend training or meetings as agreed with your line manager.
- Attend regular clinical supervision (provided by Charis).
- Uphold the values and ethos of the charity, understanding the objectives and vision of the charity.
- Be familiar with the policies and procedures of the charity, ensuring that they are implemented in all aspects of Charis' work.

Requirements and/or Qualifications

- Some experience working with adults at risk is preferable.
- A strong understanding of professional boundaries.
- To be able to work effectively unsupervised and as part of a team.
- An understanding of good practice in safeguarding.
- Clear communication skills; both in writing and orally.
- An ability to work flexibly in response to changing organisational needs and the changing nature of the work.
- An understanding of equality, diversity and inclusion.
- Female applicants only due to occupational requirements – *please see below for more information.*
- An active Christian faith due to occupational requirements- *please see below for more information.*
- An enhanced clear DBS.

Please note any offer of employment will be made subject to two references, confirmation of the right to work in the UK and an enhanced clear DBS.

If you are interested in applying for this role, please email info@charistiwala.com to register your interest by the 30th March 2023 and we will send you an application form. Applications to be returned by 6th April 2023. Interview dates TBC.

Charis Tiwala's occupational requirement information

Charis operates as a Christian Charity. Charis staff and volunteers pray together every day and share prayer and worship times throughout the working week. Charis wants to ensure everyone that joins us will truly thrive in our environment, able to contribute to our community of shared faith. Our job roles advertised, therefore, have a genuine occupational requirement to ensure protection of our strong Christian ethos and values, and our charitable objective of advancing the Christian faith. All denominations of Christian faith are welcome to apply.

Charis supports anyone in or affected by the sex industry. At present all those in contact with Charis for support are female. Therefore, we have a genuine occupational requirement that the position advertised must be fulfilled by a female.