

WORK OPPORTUNITY for a COMMUNITY CASEWORKER with Wholeness & Justice, a new CAISO programme

Contract Duration: 1 Year (renewable annually)

Compensation: \$12,000/month (reviewed half-yearly)

Applications due: 15 October 2020

CAISO: Sex & Gender Justice is feminist social justice organization committed to ensuring wholeness, justice and inclusion for Trinidad & Tobago's LGBTI+ (lesbian, gay, bisexual, transgender and intersex) communities, by developing analysis, alliances and advocacy. CAISO uses voice, space, work, play and community to strengthen governance and build a nation all citizens can share.



WHOLENESS & JUSTICE aims to expand access by diverse LGBTI+ Trinbagonians to wholeness, justice and health and human services, through the combination of legal and social work, peer navigation and referral services, and the enrolment of allies. Activities include casework, crisis intervention and emergency support, legal advocacy, counselling, competence-building in justice and service systems, strategic litigation, policy advocacy and neighbourhood-level outreach. The programme will eventually also deliver competitively fee-based legal services to CAISO's

communities.

THE CASEWORKER's mission is to ensure the welfare and defend the rights of diverse LGBTI+ Trinbagonians. The caseworker will collaborate with a programme team (administrative, clinical, legal, policy) to respond to reports of violations or injustice towards LGBTI+ persons; provide crisis intervention and link clients to healing and justice; deliver counselling and other measures to individuals and groups that strengthen wholeness and capacity for self-advocacy, referring complex cases; network with other entities and intervene to increase responsiveness of social and justice systems to LGBTI+ users; and conduct analysis and advocacy that advance social justice. The caseworker will ideally have a master's degree in social work, demonstrated competence with LGBTI+ issues, and a deep commitment to social justice.

KEY RESPONSIBILITIES

1. Casework. The caseworker anchors a programme of case intervention and management. These responsibilities include:

- **Case reporting.** Receiving and documenting reports of violations and injustice towards LGBTI+ persons using prescribed formats.
- **Crisis intervention.** Responding to their emergent needs with practical measures.
- **Case management & advocacy.** Developing, pursuing and achieving goals for wholeness and redress/justice.
- **Supervision.** Consulting consistently with the clinical administrator and following up on guidance provided.

2. Capacity building. The caseworker works with the team to build the capacity of the community and the system to achieve social inclusion. These responsibilities include:

- **Counselling.** Delivering individual and group interventions that build the wholeness and self-efficacy of LGBTI+ persons and communities.
- **System advocacy.** Providing interventions that strengthen the knowledge and responsiveness of social and justice system gatekeepers with regard to LGBTI+ users.
- **Policy Advocacy.** Keeping records and conducting analysis of service data. Engaging in team advocacy to change law and policy.

3. Community engagement. The caseworker serves as a key liaison between Wholeness & Justice and community stakeholders. These responsibilities include:

- **Community outreach.** Responding to incoming communication. Promoting Wholeness & Justice in diverse settings.
- **Peer supervision.** Along with the clinical supervisor, training and managing interventions by student and community volunteers and non-LGBTI+ allies.

The Caseworker will also perform any related tasks as may be required.

WHAT WE'RE LOOKING FOR

1. Qualifications

- A tertiary degree in social work, counselling or community psychology
- A masters' level degree and/or a degree in social work would be an asset
- Clinical certification would be an asset
- Coursework or training in law, monitoring/evaluation, gender, human rights would be an asset

2. Experience and Skills

- Professional competence with sexuality, trans and LGBTI+ experience
- The temperament to win the trust of vulnerable clients and the respect of system gatekeepers
- Competence in case and system advocacy, especially with marginalized groups
- Strong oral, written, numeracy, computer and online skills
- Proven ability to both take initiative and implement guidance

3. Commitment to and Fit with Mission

- Demonstrated commitment to CAISO's values and to advancing social justice
- Ability to work effectively in teams

HOW TO APPLY

Interested persons should e-mail:

- **a detailed statement (2-3 pages) outlining their interest, motivation, qualifications and experience**
- a résumé
- contact information for two references

to caisott@gmail.com with your name and "Caseworker Application" in the subject line. **Applications without the detailed statement will not be considered.** Deadline for expressions of interest is **15 October 2020**. Enquiries welcome.