
Kripasaran Buddhist Mission (KBM) Children's Home

Appointment of Male Supervisor

This post offers rewarding work based at KBM's Children's Home at Kak Jhora, looking after the well-being of approximately 50 boys and ensuring that they have a secure and healthy home environment.

The role:

- You will have a graduate qualification in Social Studies or Social Work
- The post will be full-time 37 hours per week with two days off per week and a further 25 days' holiday per year plus eight further special holiday days, all to be agreed in advance
- Flexible working will be required to meet the requirements of the job and may include some night duties
- Starting salary will be between 18-20,000 INR per month depending on experience
- There will be an initial probationary period of six months
- Appointment will initially be for two years including the probationary period
- Personal performance review will be carried out at six monthly intervals
- A week's induction will be provided to the successful candidate.

We will offer:

- Access to skills development training (to be agreed with Pema Bhante)
- Opportunities for you to share ideas which could further enhance the well-being of the children
- An annual health check with the doctor/nurse
- Dental and eye checks at the health camps.

About Kripasaran Buddhist Mission

KBM is a Registered Children's Home which looks after up to 100 vulnerable children (both boys and girls) at any one time from the age of 7 until they complete their education or at their completion of Class 12, whichever is the sooner. The running of the Mission is overseen by a Board of Trustees, and it is supported by Darjeeling Children's Trust, a UK-based charity. The Trust supports a number of initiatives to promote physical and mental well-being, including doctor and nurse visits, Yoga classes, maths tuition, dental and eye camps and relevant special advisory sessions on issues such as the dangers of trafficking and online safety.

All the children and young people attend local schools and the Home provides them with a safe and secure environment from where they are able to complete their education. The Home is based in new, high quality buildings which are airy, light and spacious.

Principles Guiding Care of Children at KBM

- The children and young people at KBM should feel happy, healthy, safe from harm and able to develop, thrive and fulfil their potential. They should feel valued and nurtured as individuals with talents, strengths and capabilities that can develop over time.
- The children's welfare, safety and needs are at the centre of the care provided. All decisions made in relation to children will have, as the first and paramount consideration, the best interests of the child.
- Children have their own views, wishes and feelings, and KBM will promote each child's right to have a say.
- Staff will take every step to make sure that individual children and young people are not subject to discrimination, marginalisation or bullying from their peers by virtue of their gender, religion, ethnicity, cultural and linguistic background, mental ill health, disability or for any other reason.
- Staff will promote and support the educational achievement of children and ensure that a positive learning environment is promoted within the home.
- To promote the children's health, staff will seek to ensure that there is a continuity of treatment and that the children's physical, emotional and psychological health needs are properly assessed and accounted for.
- Children will be encouraged to take responsibility for their behaviour, in a way that is appropriate to their age and abilities. Sanctions and rewards for behaviour will be clear, reasonable and fair and understood by all staff and children. Bullying will not be tolerated nor will physical punishment by staff towards children or by children towards each other.

About the Role

This is a new post in which you will apply KBM's guiding principles in the work you do, helping to ensure, promote and monitor the well-being of the boys and their long term physical and mental health.

You will be involved in existing projects such as those listed above, to help ensure their continuing success. You will need to use your initiative to identify problems and their solutions, to spot opportunities for further improvements and to identify ways in which they can be taken forward. This will be done in liaison with other staff and you will be supported by a committee of senior boys with whom you will work closely and which you will supervise.

You will report directly to Pema Bhante, the Monk in Charge, or to his Deputy in his absence.

Duties will include

You will:

- Monitor the boys' health on a daily basis
 - Alert Pema Bhante to any emergency health situation including sudden bad illness or the worsening of existing conditions
 - Purchase medicines prescribed by doctors up to an agreed maximum sum or as agreed with Pema Bhante
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- Give medicines to the young people as prescribed
 - Record all injuries in a designated register
 - Ensure the younger children maintain satisfactory standards of personal hygiene including washing
 - Ensure the clothes of the younger children are kept clean
 - Carry out daily inspections of dormitories and bathrooms and organise extra cleaning as necessary
 - Assist in the organization and operation of health camps
 - Carry out other ad hoc tasks to support the effective running of the Children's Home as required.

With other staff you will:

- Maintain a register of students attending various classes
- Identify additional materials required by class teachers, seek Pema Bhante's authorisation for the expenditure and organise delivery
- Record the dates and times of attendance by doctors and nurses
- Liaise with any approved volunteers to organise the successful delivery of the activity being provided
- Arrange for delivery of these tasks by an alternative person if you are unable to carry them out for any reason.

About You

You will bring:

- Excellent organisational skills, a proactive approach and the ability to deliver tasks efficiently to a high standard
- Clear and confident communication skills both verbally and in writing
- Computer skills which will allow you to maintain relevant databases
- An ability to build and maintain relationships
- A flexible approach to taking on and learning new tasks
- An enthusiasm for helping children and young people, and the time and energy to allow you to make a commitment to this role.

How to apply

To apply: Please send your **C.V.** and a **Covering Letter** setting out how you meet the requirements of the role to [kbmaplications@gmail.com](mailto:kbmapplications@gmail.com) (No personal contact please.)

Closing date : 7th January 2023

Interviews will be held on 8th January 2023 at KBM Children's Home, Kak Jhora, Below Arya Morning School, Darjeeling.

This post is funded by Darjeeling Children's Trust: <http://www.darjeelingchildrenstrust.org.uk>
