Vacancies: Social Safety Guide

Voluntary position 1-2 hrs per week

Do you actively want to contribute to a safe study- and working environment for every student and employee of Wageningen University & Research? Are you an empathic listener with a high sense of confidentiality? Then we are looking for you to join our new team of Safety Social Guides as part of our DARE project. For more information about the DARE project you can have a look at our website: https://www.wur.nl/en/About-WUR/Integrity-and-privacy/DARE.

To strengthen our existing reporting and support system, we are looking for Safety Social Guides. The Social Safety Guides are assigned to the tasks of listening and directing people who encounter racism, discrimination and possible other forms of unwanted behavior to the existing WUR reporting structures. You will be part of a team of about 50 Social Safety Guides from all across WUR. We encourage all WUR student and staff to apply.

Your tasks:

1. First point of contact for students and employees who encounter unwanted behavior.
   - Listen to the story of the complainant.
   - Refer complainant to the support system in- and outside WUR.
   - Help the complainant find their way to support, for example to the confidential counsellors, social workers, HR advisor or Ombudsperson or student psychiatrists.

2. Prevention.
   - make sure people can find and approach you if they want to talk to a trusted person about delicate matters.
   - Give (un) solicited advice to persons in the organization on how to improve social safety and policies with regard to a safe study- and working environment at WUR.
Who are you?

- You are a student or employee who is social, accessible, sincere, and eager to help others.
- You act neutral and independent.
- You are able to be objective about matters without imposing your opinion on to others.
- You enjoy the confidence and wellbeing of people in the organization.

We offer

The Social Safety Guide is a volunteer position:

- You will receive professional training by professionals and can rely on the professional network of the Social Safety Guides and the broader community in the reporting structure.
- You will be invited for educational refresher-days to keep you up to date about procedures, methods and current help & support structure of WUR and outside WUR.
- You will receive training on sharpening your own competencies around this topic.
- You will receive a token to serve as visible and tangible representation of the Social Safety Guides where people can approach you. You may remove this token when you want to take some personal space from your role as a Social Safety Guide.
- You will be part of the peer group and able to reach out to other Social Safety Guides in case of need or deliberation.
- You will be invited to an annual recognition event for community building but also for fun activities or trips.

As a Social Safety Guide, you contribute to safety for individual persons as well as creating a safe work- and study environment in the organization.

How to apply?

Send an email to Sharlynn Kimani (Sharlynn.kimani@wur.nl) or Joyce van der Velde (joyce.vandervelde@wur.nl).

May 9th (14.00-17.00) and June 12th (13.00-16.00) we will organize a training for this role. We are looking forward to meeting you and joining our team!