

## Volunteering with our Social Business kite.pride – A.I.R Ltd

- **Accommodation: At the moment** we cannot provide accommodation, but we will assist you in finding the right place with the connections we have. You can find anything from low-budget hostel (NIS 50 per day) to B&B style (NIS 100-200) to a room or apartment on Air BnB.
- **Application process:** All applicants must apply online. The applicant will receive an email within a few working days, confirming that we have received their application, requesting references, and notifying them when they can expect an answer.
- **Budget / Cost:** Living costs in Israel are not cheap and you will need an overall budget of approx. USD 1500 (plus/minus) per month for food, transportation to and from work, cell phone bill, personal needs, social activities and accommodation. The volunteer is required to do the following:
  - Cover the cost of their airfare to and from Israel
  - Cover the cost of their health and accident insurance
  - Cover the cost of the accommodation
  - Cover the cost of food, cell phone and any other costs (one meal per work day is provided by A.I.R.)
- **Duration of Operational Volunteer positions:** We offer both short-term and long-term involvement.
  - Social Impact Holiday** – Holidays with a social impact as a tourist (4 weeks to 3 months).
  - Volunteering** – official volunteering with a B4-Visa (3 months – 2 years)  
*Note: visa process will be initiated by us.*
- **How you can help us:** We are still in the startup of our social enterprise and only have limited spots available to volunteers. In general, we are a fashion manufacturer. Currently we are mainly in need for people specialized in sewing, fashion design, graphic design, photography & videography, sales & marketing, web design and general office administration. Be ready to be extremely flexible!

### Requirements for official volunteers (over 3 months up to max. 24 months):

- Applicant must be at least 18 years of age
- Applicant must have a passport that is valid for at least 6 months after your departure.
- Applicant must submit two written references (we will provide a template in the next step of the application process)
- A 'Health Declaration' form from a doctor in your home country (we will provide a template in the next step of the application process)
- A criminal record approval from your local residence police station, including Apostil in English.
- Health insurance covering you in Israel
- At least 4 passport photos (for the visa application).

## What you can expect:

- Pick up from "Ben Gurion-Airport Tel Aviv" on your arrival.
- Lunch on workdays is provided
- Friday's and Saturday's are your days off - Shabbat Shalom 🕍
- Volunteer Certificate (for the time you served at kite.pride).

## What we expect from our Volunteers:

- Fluent English skills – our office is run in English and Hebrew, the production in Hebrew, Russian and English
- FLEXIBILITY!
- Willingness to be led and do all kinds of work.
- On arrival: sign the "glowbalact – confidentiality declaration".
- On arrival: read the "glowbalact – Ethics & Values Statement" and sign the Ethics declaration.
- Expected "Social Impact Holiday" & "Volunteering" Hours: expect 35 hours a week.
- Vacation: Inform your oversight at least 2 weeks prior if you require time off for vacation. (A volunteer staying for one year will be entitled to 30 days of vacation)

## Ethics & Values:

- We promote social justice and social fairness, empowering people to attain self-determination, self-management and social and emotional wellbeing. We will act to reduce barriers and to expand choice, potential, opportunities and access to resources for those who are disadvantaged, vulnerable, oppressed or have exceptional needs. (Social Justice).
- We will respect the equal worth of all human beings and are committed to preserve and promote their dignity, individuality, rights and responsibilities. (Equality).
- We are committed to understanding and respecting all people, regardless of differences in national origin, ethnicity, culture, appearance, language, sex or gender identity, sexual orientation or preference, ability, age, place of residence, religion, spirituality, political affiliation and social, economic, health, genetic, immigration or relationship status.
- Building and protecting a workplace culture which respects and understands diversity.
- Being aware of and reflecting on our own personal beliefs, history, values, views, prejudices and preferences, understanding the impact these may have on others, and refraining from imposing these aspects of our selves on others.
- Responding in a respectful, transparent and accountable manner if a client, staff member or volunteer raises needs or issues related to their spirituality or religion. (Diversity/Anti-discrimination).
- We will not engage in, or accept our staff/volunteers/clients engaging in, any form of discrimination, abuse, bullying or harassment. (Diversity, Anti-discrimination, Anti-harassment).

- We will provide healthy, safe, supportive and balanced workplace conditions, and proactively respond if issues or risks arise in relation to the health, wellbeing and safety of our employees, volunteers, clients or others accessing our workplace. (Staff care).
- Our staff and volunteers will take responsibility for their own health, wellbeing and safety, and will ensure they take active responsibility (including discussing with their supervisor/manager) if any personal issues are impacting on their work performance. (Integrity, Competence).
- Our staff and volunteers will ensure that professional relationships are not exploited to gain personal, material or financial advantage. (Primacy of benefit to client).
- We will act with professional integrity, including honesty, transparency, reliability, empathy, reflective self-awareness, discernment, professional competence and a commitment to continuing professional development. Our staff and volunteers will undertake practice only within their areas of competence or where training/ supervision relevant to their work role is available or accessible. (Integrity & Competence).
- We will ensure that our volunteers and staff hold appropriate qualifications, provide references (including evidence that they are not a risk to service users) and that they understand their roles and responsibilities, including their ethical duties. (Integrity, Competence).
- Our staff and volunteers will respect a client's right to be provided with information about their professional qualifications, experience and training, and will provide this information at the outset of the therapeutic relationship, and whenever subsequently requested. Our staff and volunteers will represent their professional qualifications, competence, experience, achievements and affiliations with honesty and accuracy. (Integrity).
- We will address any suspected or confirmed professional misconduct, incompetence, unethical behaviour or negligence by a colleague, including volunteers, through the appropriate organisational, professional or legal channels. (Integrity).
- Our staff and volunteers will take responsibility for setting and maintaining clear and appropriate professional boundaries in all forms of communication with clients, including face to face contact, written communication, telephone and online communications (including, but not limited to, social networking, email, blogging and instant messaging). This includes not engaging in any sexualised conduct, or entering into an intimate or sexual relationship with a client / former client, or their relatives / significant others. (Boundaries, Accountability).
- Our staff and volunteers will consider ethical issues surrounding the giving and accepting of gifts in the workplace. When deciding whether or not to give or accept gifts, our staff and volunteers will, in all cases, discuss this decision with management. In this consultation with management, we will consider factors regarding the professional relationship, the value of the gift, any cultural issues and the motivation for giving, receiving or declining the gift. Our staff and volunteers will not give or accept gifts which may impair professional judgement, affect the integrity or effectiveness of the professional relationship or which are of substantial value. (Boundaries, Accountability).