



NCCADV

North Carolina Coalition
Against Domestic Violence

Community Advocate Job Announcement

Hours: Full-time (40 hours); some evening and weekend work required
Hiring Range: \$42,000 - \$46,000
FLSA Status: Exempt
Location: Durham, NC and Enfield, NC
Reports to: ABC Services Coordinator

The mission of the North Carolina Coalition Against Domestic Violence (NCCADV) is to lead the state's movement to end domestic violence and to enhance work with survivors through collaborations, innovative trainings, prevention, technical assistance, state policy development, and legal advocacy. We believe that patriarchy, gender inequality, and all oppressions play a central role at the individual, institutional, and cultural levels in creating and maintaining an environment which accepts domestic violence. We believe it is vital to understand and advocate for the elimination of all forms of oppression, including, but not limited to: sexism, racism, and homophobia. We believe it is critical to serve all domestic violence survivors, regardless of race, age, class and ethnic group, sexual orientation, gender identity, mental and physical abilities, religious and spiritual beliefs, and immigration status. We know oppression comes in all forms and leads to secondary issues for survivors; we strive to serve all survivors of domestic violence and their respective needs.

We believe that through the power of our shared experiences and collective voice, we can work together to create individual, institutional, and cultural change. We work intentionally and actively to create safe spaces for survivors of domestic violence. We believe the voice and experience of survivors must be the foundation of our work, and that the domestic violence movement can change society.

Position Summary: Under the supervision of the ABC Services Coordinator of The Nia Program for African/Black/Caribbean (ABC) Survivors, the Community Advocate will provide direct advocacy services to Black-identified survivors of intimate partner violence, facilitate access to culturally-relevant services, as well as conduct outreach and engagement with community partners in Halifax, Edgecombe and Nash counties (tri-county region). The position will work cooperatively with the local domestic violence agencies in the tri-county region and A Better Chance, A Better Community, a community-based organization in Enfield, NC. The position will work in unison with the ABC Service Coordinator to meet the expectations of The Nia Program for ABC Survivors.

Primary Job Responsibilities:

1. Manage crisis calls and in-person inquiries about intimate partner violence and healthy relationships, specifically to ABC survivors, community partners and local community gathering places.

2. Utilize active listening skills and empathy to accurately assess the immediate needs of survivors and persons vulnerable to intimate partner violence.
3. Work collaboratively with survivors to offer options and assist with problem-solving.
4. Provide ongoing culturally-responsive, trauma-informed advocacy services.
5. Provide safety planning to survivors and persons vulnerable to intimate partner violence.
6. Offer trauma-informed counseling and referral services to survivors, including economic justice services and expungement services.
7. Provide survivors accompaniment services to meet with law enforcement, court personnel, Department of Social Services and other social service providers.
8. Coordinate and enact written protocols for safety and confidentiality of survivors with domestic violence service providers, ABC Services Coordinator and A Better Chance, A Better Community staff.
9. Collaborate with A Better Chance, A Better Community staff to integrate intimate partner violence and healthy relationship information in A Better Chance, A Better Community activities and events.
10. Generate printed and electronically-accessible materials related to intimate partner violence, awareness, safety planning and healthy relationship information.
11. Engage local community partners to disseminate intimate partner violence and healthy relationship information.
12. Strengthen the existing or emerging coordinated community response team(s) of law enforcement, domestic violence service providers, faith community, community-based organizations and other social service-oriented agencies to effectively respond to intimate partner violence experienced by Black/African-American/Caribbean survivors.
13. Work with an evaluator and other ABC personnel to create a client satisfaction survey model and conduct community listening sessions to assess service delivery to better assist ABC survivors.
14. Complete data entry to record program provisions and written reports to summarize program management, achieved goals, activities, lessons learned, etc.
15. Participate in consistent supervision with ABC Services Coordinator.
16. Collaborate with other NCCADV staff to plan and implement NCCADV's biennial conference.
17. Participate in agency-wide equity work and work to integrate an equity lens to the Nia Program activities and outcomes.



Other:

1. Prepare any necessary reports in a timely fashion, as required by funders and the Executive Director.
2. Participate in NCCADV regional and statewide projects and evaluation activities as required.
3. Participate in NCCADV staff meetings, in-service trainings, and retreats, and perform other duties as requested by the Executive Director.

Qualifications:

1. Basic knowledge of the effects of intimate partner violence on African, Black and Caribbean survivors and related issues and a commitment to ending violence against women.
2. Understanding of and commitment to issues of cultural responsiveness as they apply to intimate partner violence prevention, intervention and services; ability and willingness to work with people from a variety of backgrounds and experience.
3. Minimum of 1 year of experience working in a local domestic violence service program or closely allied organization.
4. Superior organizational skills.
5. Bachelor's degree or a minimum of Associate's Degree with 1 years of work experience in Human Services, Social Work, Psychology, Sociology, African American Studies or related field.
6. Advanced technology skills, including, at a minimum, proficiency in Windows (including Word, Excel, and Power Point) and online communications.
7. Excellent oral and written communication skills.
8. Ability to develop and maintain cooperative relations with a diversity of individuals, organizations, and government agencies.
9. Ability to organize and manage work time.
10. Committed to contributing toward a positive work culture and participate in equity work.
11. Access to reliable transportation in order to travel between Halifax, Edgecombe and Nash Counties weekly and occasionally to Durham; willingness and ability to travel out of state; some overnight travel required.

NCCADV is an equal opportunity employer. We are committed to employment policies and procedures assuring all qualified persons are accorded equal opportunity for employment, promotion, and training. We strongly encourage formerly battered women to apply. We welcome and encourage applicants from diverse groups to apply, including, but not limited to African-American, Latinx, Native American, Asian/Pacific Islander, and LGBT persons. We also welcome people from different national origins, religions, ages, & ability status.

To apply: Send resume and cover letter to Trishana Jones at trishana.jones@nccadv.org by September 1, 2019.

