



NCCADV

North Carolina Coalition
Against Domestic Violence

North Carolina Coalition Against Domestic Violence

Job Description

Prevention Specialist

Hours: Full time (40 hours/week); some evening and weekend work required

Hiring Range: \$52,000-\$54,000

Location: Durham, NC

Reports to: Prevention Coordinator

Status: Exempt

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 (TA), 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 additional 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.

At NCCADV, we firmly believe that preventing intimate partner violence (IPV) is possible. We are dedicated to primary prevention, or prevention of first-time perpetration of IPV. Our prevention work consists of innovative, theory- and evidence-informed strategies that aim to reduce influences that increase risk for violence, and support and expand influences that protect against violence perpetration. We strive to make sustainable and equitable change in the communities, institutions, and society in which we grow up, live, learn, work, and play, because these conditions have major impacts on our overall health and well-being, as well as our risk for experiencing and perpetrating violence. In particular, NCCADV strives to support environments that are intolerant of IPV and to dismantle social norms that allow this violence to persist.

The Prevention Specialist is dedicated to NCCADV's DELTA program. The position will broadly assist NCCADV in the implementation and evaluation of multi-faceted, comprehensive primary prevention efforts aimed at addressing shared risk and protective factors for violence and social determinants of health. The program and policy efforts of DELTA include a paid family leave policy health impact assessment, the trauma-informed organizational policy pilot program, Shifting Boundaries, and Bringing in the Bystander. The goal of the trauma-informed organizational policies project is to support agencies in implementing and sustaining trauma informed policies and practices. The prevention specialist will lead this project and work closely with key community partners to expand and enhance the trauma informed organizational policies project. This position will create tailored trainings and policy assessment processes, provide TA, and develop and curate resources and content for distribution to support the trauma-informed organizational efforts of community partners. The Prevention Specialist will support the infusion of an anti-oppression lens and trauma-informed approach to violence into all prevention strategies. Finally, this position will support program evaluation in order to demonstrate the effectiveness of innovative prevention strategies and contribute to the body of practice-based evidence on IPV prevention.

Primary Job Responsibilities:

1. Contribute to planning, implementation, and evaluation of DELTA Impact IPV prevention activities as assigned, including projects within various systems to promote protective factors and reduce risk factors at the community and societal levels of the social ecology.
2. Lead NCCADV's efforts to collaborate with key community partner organizations to increase their capacity for trauma-informed approaches and their adoption of and adherence to trauma-informed policies and practices. This may include identifying and building relationships with new partner organizations, providing trainings, providing technical assistance (TA), and developing agency policy assessment tools.
3. Support visioning work and strategic development of the program team, including developing new projects or funding sources as assigned.
4. Collaborate with DELTA team to plan and facilitate DELTA State Steering Committee meetings.
5. Cultivate and sustain external partnerships that have potential to support NCCADV's primary prevention efforts
6. Provide high-quality Prevention TA to members as requested by TA staff, including providing on-site and virtual trainings and direct training and TA to local domestic violence programs, allied professionals, regional sites, and community and campus groups on issues related to IPV prevention &/or trauma informed approaches.
7. Collaborate with other NCCADV staff to develop and implement communications and publicity strategies for DELTA prevention work.
8. Represent NCCADV on statewide committees, commissions, or task forces, as assigned or appropriate.



9. Participate in agency-wide equity work by engaging in staff equity and decision-making conversations attending identity-based caucuses.
10. Prepare any necessary reports in a timely fashion, as required by funders and the Executive Director.
11. Develop content, conduct maintenance, and manage communications for Trauma Informed NC website and related projects.

Other Job Responsibilities:

1. Participate in NCCADV regional, statewide, and national projects and evaluation activities as required, including the NCCADV biennial conference. Participate in NCCADV staff meetings, in-service trainings, and retreats, and perform other duties as assigned.
2. Supervise and assist in precepting students (interns, Capstone teams, practicum students) as assigned.
3. Assist with writing grants/developing funding streams, as assigned.

Required qualifications:

1. Understanding and support of the mission of the NCCADV.
2. Understanding of the public health approach to primary prevention as applied to intimate partner and teen dating violence perpetration.
3. Strong commitment to social justice. Ability to demonstrate an anti-oppression/anti-racism analysis and an intersectional feminist analysis and apply that analysis in relationship development, written work, and deliverables production. Ability to analyze workplace policies and understanding of organizational change processes in non-profits and other human services agencies.
4. Ability and willingness to take a leadership role on designated prevention projects.
5. Strong interpersonal and influencing skills and an ability to develop mutually beneficial working relationships with diverse community partners and NCCADV staff members.
6. Strong skills in training (virtual and in-person) and providing TA to members and partners from many sectors and backgrounds.
7. Ability and willingness to work collaboratively with people from a variety of backgrounds and experiences.
8. Superior organizational skills, time management skills, and follow through.
9. Excellent oral and written communication skills.
10. Commitment to contributing toward a positive work culture.
11. Willingness to learn, grow, and adapt to changes.
12. Relevant experience (e.g. three years) and/or degree related to human resources, nonprofit management, public administration, domestic violence, public health, social work, human services, research project management, or related field.



13. Ability to translate scientific, peer-reviewed content as well as research best practice into practical recommendations, trainings, and TA for agencies with different needs, resources, and capacity.
14. Proficiency in Microsoft Office programs, basic website development/maintenance, and online communications.
15. Willingness and ability to travel both within and outside of the state; some overnight travel required.

Preferred qualifications:

1. Knowledge about trauma and experience applying trauma-informed approaches.
2. Extensive knowledge of IPV and related issues.
3. Evaluation experience, preferably working in the primary prevention of domestic or sexual violence, and/or related issues.

Bonus qualifications:

4. Basic graphic design skills
5. Advanced technology skills related to website design and online media and communications.

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 survivors of intimate partner violence 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 LGBTQ persons. We also welcome people from different national origins, religions, ages, and ability statuses.

To apply: Send resume and cover letter to Rebecca Swofford, Prevention Coordinator, at humanresources@nccadv.org. Applications will be accepted on a rolling basis until the position is filled. No phone calls, please.

