



Are you an experienced victim advocate with extensive legal or policy knowledge or a legal professional with strong experience working with survivors of domestic violence?
Are you seeking challenges, flexibility, and teamwork while making a significant impact toward ending domestic violence in North Carolina?

The North Carolina Coalition Against Domestic Violence (NCCADV) is looking for a Policy Director to develop and advance our annual legislative agenda and support our members with timely policy updates and training.

Compensation and Benefits

- Hiring range: \$70,000 to \$75,000 based on experience.
- Full-time, exempt position, working 40 hours per week.
- Occasional evening and weekend hours required during pivotal times (i.e., advocacy days).
- Hybrid office (We are largely remote but may need to come to the office in Durham, NC periodically for meetings/trainings or to have signature notarized about 2-3 times each month).
- 80 hrs. of vacation leave, 2 personal days, 15 paid holidays, 96 hrs. of sick leave, 6 months of paid parental leave, and a flexible, family-friendly schedule.
- We provide medical (PPO), dental, vision, short- and long-term disability, life, and AD&D insurance, with NCCADV paying 100% of the premiums for the coverage for staff members.
- NCCADV is an eligible employer for Public Student Loan Forgiveness.

Essential Requirements:

- Collaborate with NCCADV members, staff, victims/survivors, lobbyists, and identified stakeholders to develop an annual state legislative agenda addressing the needs of domestic violence service providers and victims/survivors.
- Develop and maintain relationships with state and federal legislators, legislative staffers, and other key decision-makers to promote the needs of domestic service providers and survivors.
- Monitor, track, and provide technical assistance related to pending legislation and other policy updates that impact domestic violence service providers and survivors in North Carolina.
- Coordinate NCCADV's participation in policy-related impact litigation for the benefit of domestic violence service providers and survivors in North Carolina, including assessing requests to join litigation and draft and file amici briefs.

- Provide policy-related guidance and technical assistance to local advocates, law enforcement, court personnel, and allied professionals with a focus on legal and policy issues
- Develop and implement training in the form of lectures, workshops, seminars, institutes, and conferences as required. Training focus areas include legal and policy issues for local domestic violence programs, law enforcement, court personnel, and allied professionals.
- Research, analyze, and assess domestic violence laws, policies, and system responses at the local, state, and federal levels to inform NCCADV position statements and places for intervention.

Essential Requirements

- Juris Doctorate degree preferred.
- Extensive knowledge of the impact of domestic violence on survivors in communities across different lived experiences is required.
- Knowledge of North Carolina civil and criminal laws impacting victims of domestic violence, or the ability to quickly gain this knowledge, is required.
- Understanding of and commitment to the mission of the North Carolina Coalition Against Domestic Violence is required.
- A demonstrated commitment to ending domestic violence is required. Prior experience representing or aiding victims of domestic violence is strongly preferred.
- Ability and willingness to work with people from a variety of backgrounds and experience, including developing and maintaining cooperative relationships with varied individuals, organizations, and government agencies, is required.
- Prior systems advocacy and public policy experience are preferred.
- Strong written and verbal communication skills are required.
- Excellent research skills are required.
- Advanced technology skills, including, at a minimum, proficiency in Windows and MS Office applications (including Word, Excel, and Power Point) and online communications are required.
- Candidates must be highly organized and self-motivated with the skills to organize and manage work time.
- Commitment to contributing toward a positive work culture is required.
- Access to reliable transportation, willingness, and ability to travel out of state, and some overnight travels are required.

OUR HIRING PROCESS & TIMELINE:

We will review applications on a rolling basis until the position is filled. We anticipate having the selected candidate start in October or November 2025.

Please review the complete position description at <https://nccadv.org/employment-opportunities/>

To apply: Please send resume to Carianne Fisher, Executive Director at humanresources@nccadv.org. No phone calls, please.

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.