

## **Survivor Community Specialist, Virginia Anti-Violence Project (VAVP)**

**[40 hours/week]**

**\$42,000 - \$45,000/annual salary**

VAVP provides direct support, advocacy, referrals, and information to Lesbian, Gay, Bisexual, Transgender, Nonbinary and Queer/Questioning-identified individuals that have been impacted by violence. VAVP provides training and technical assistance to mainstream anti-violence service providers, healthcare professionals, and LGBTQ+ service providers, as well as the LGBTQ+ community and its allies as a whole. The trainings and assistance work to increase prevention, awareness, education, and successful program and policy implementation to respond to intimate partner violence, sexual violence, hate violence, state-sanctioned violence, stalking, bullying, and harassment--along with emphasizing the skills for healthy relationships and sexuality.

### **Description**

The Survivor Community Specialist works with LGBTQ+ individuals that have been impacted by violence to offer support and advocacy, provide outreach to diverse LGBTQ+ communities in Virginia, and support community outreach to help educate allied professionals to better serve the needs of LGBTQ+, Transgender and Nonbinary individuals that have been impacted by violence.

### **Responsibilities & Essential Functions**

#### **Outreach activities**

- Reach out to diverse members of the LGBTQ+, Transgender and Nonbinary communities to raise awareness of intimate partner violence, dating violence, sexual assault, stalking, as well as related hate/bias motivated harassment and violence
- Raise awareness of the VAVP services available in the community
- Collaborate with LGBTQ+ agencies as well as sexual and domestic violence agencies to promote effective advocacy for LGBTQ+, Transgender and Nonbinary individuals that have been impacted by violence
- Participate in the development of organizational materials and content for outreach, including online (website, social media, etc.) and printed materials.
- Focus on raising awareness and resource development specifically for LGBTQ+ youth, Transgender and Nonbinary survivors, and Black and Latinx LGBTQ+ survivors of violence

#### **Client Services**

- Provide crisis intervention and advocacy services virtually, on the phone, and in person to LGBTQ+ survivors of various forms of violence to include, but not limited to: domestic and dating violence, sexual assault, and stalking
- Work with the LGBTQ+ Helpline staff to provide survivor advocacy services virtually, on the phone, and in person
- Provide specific individual advocacy and services, including group support, to LGBTQ+ youth survivors of violence
- Promote client-centered and trauma-informed crisis intervention, safety planning, supportive counseling, case management and referrals
- Develop an expertise in client services, community collaboration, and culturally specific crisis services

#### **Administration**

- Case management coordination and maintenance
- Help develop appropriate policies and protocols for service delivery and coordination
- Maintain accurate and confidential records and document, in a timely manner, services and activities
- Promote effective evaluation of and reporting on the project
- Maintain accurate timesheets for all activities regarding the position
- Engage in ongoing professional development and training
- Participate in staff meetings, strategic planning, organizational meetings, and other VAVP events
- Contribute to and help maintain a welcoming environment and office culture at VAVP
- Other responsibilities, as assigned

## Position Requirements

- **Experience with individual advocacy as a volunteer, intern, or staff preferred, but training will be offered.**
- Bilingual/Bicultural preferred
- Must exhibit reliable, accountable, and ethical behavior and reliable attendance and punctuality
- Effective time management and organizational skills
- At least a basic knowledge of domestic and dating violence, sexual assault and sexual violence, and stalking, especially in how that violence shows up in diverse LGBTQ+ communities; however, training will be offered
- Committed to the goals and vision of the organization
- Background in LGBTQ+ community
- Strong communication skills and effective crisis intervention skills
- Some experience with Microsoft Office 365, G Suite, and virtual and social networking platforms
- Must be able to be flexible in their schedule; some nights and weekends will be required
- Commitment to working for the liberation of and justice for LGBTQ+ people through an end to violence
- Persons from marginalized communities strongly encouraged to apply

## Position Benefits

- Hybrid work environment and flexible working hours
- Bi-weekly stipend for wellness expenses - VAVP does not offer employer sponsored health care benefits
- Wellness days, in addition to Paid Time Off and Sick Time
- Values aligned and inclusive workplace culture
- Periods of organization supported rest