

Legal Advocate

Job Description

The New Jersey Coalition Against Sexual Assault (NJCASA) seeks a full-time Legal Advocate to develop and manage a program that supports survivors throughout the state with navigating the legal process.

NJCASA provides a statewide voice for survivors of sexual violence and the 21 county-based sexual violence programs (plus the Rutgers University Office of Violence Prevention and Victim Assistance – New Brunswick) that serve them. Our focus includes:

- Advocacy for survivor-centered policies and legislation;
- Training and education for sexual violence service professionals and allied professionals; and
- Prevention strategies to address and reduce the root causes of sexual violence.

NJCASA's Legal Advocate is a critical member of our small, passionate team. Ideal candidates will have a solid understanding of the root causes of sexual violence and the need to increase New Jersey's capacity to provide a trauma-informed response to victims/survivors. As is the case with all positions on our team, the selected candidate will be expected to think outside of the box, to be solution-focused, and to find opportunity amid challenges. The ideal candidate will have vision, a positive attitude, high professional standards, and passion for the mission of NJCASA. In addition, candidates should be politically savvy, outcome-oriented, have a mind for strategic planning, work with intention, and be interested in being part of a progressive, mission-driven team.

Position Summary The Legal Advocate is responsible for creating critical resources and information necessary to help survivors navigate the criminal/civil legal systems with which they may interact. The Legal Advocate will create and administer multimedia resources accessible to survivors through an on-line portal on NJCASA's website. The Legal Advocate also serves as an on-demand technical assistance point of contact for local direct service providers seeking guidance for survivors with whom they work, and responds to survivors who outreach directly to the Coalition.

The Legal Advocate responsibilities include:

- Serving as an initial point of contact for survivors who contact NJCASA seeking information on legal resources and/or assistance navigating the legal system;
- Identifying statewide survivor needs through survivor feedback, contacts with local service providers, feedback from allied stakeholders, etc.;
- Create resources to meet the needs identified;
- Work with NJCASA team and external experts to ensure created resources are accessible and inclusive;
- Develop and implement strategies to meet the legal advocacy needs of survivors throughout New Jersey
- Develop measures to evaluate the impact of program;
- Assist local rape crisis centers throughout New Jersey in providing systems advocacy for survivors in their communities with complex needs specific to the criminal justice or civil legal systems;

- Assist NJCASA staff in advocating for victims' rights and best practices that positively impact survivors of sexual violence statewide;
- Participate in/co-present at regional meetings, webinars, conferences, and other events that provide training or continuing education to rape crisis advocates, with emphasis on legal advocacy for survivors of sexual violence;
- Provide individualized technical assistance and material resources to rape crisis programs on legal advocacy issues, as requested and appropriate;
- Participate in state-level task forces and committees focused on victims' rights and legal advocacy issues impacting survivors of sexual violence;
- Serve as a subject-matter expert on sexual assault legal advocacy for NJCASA staff and rape crisis centers throughout the state.

Preferred Experience/Skills/Qualities:

- 5-7 years of experience in providing direct services to victims of crime, preferably to survivors of sexual violence
- Law degrees or legal experience welcome
- Demonstrated ability to work professionally, effectively, and collaboratively with law enforcement officials, prosecutors, advocates, and allied professionals on issues related to the needs of survivors of sexual violence
- Understanding of the criminal justice system, and demonstrated ability to describe the criminal justice process and articulate the needs of survivors within that process
- Demonstrated dedication to the anti-violence movement, social justice, and gender equity
- Able to set priorities in a shifting environment
- Excellent interpersonal and communication skills
- Project management experience
- Understanding of the dynamics and impacts of sexual violence
- Professional training and curriculum development experience
- Training coordination and facilitation
- Critical and strategic thinking
- Strong analytical and persuasive writing skills
- A high level of organization in managing multiple projects and deadlines
- An ability to work with minimal supervision
- Skills in process facilitation, data management, and program design

Salary range: Annual salary of \$50,000 - \$75,000, commensurate with education and experience

To apply: Cover letter and resume in a **single PDF document** to pteffenhart@njcasa.org.

This position offers a competitive salary and benefits package. NJCASA is an equal opportunity employer that values a diverse workforce and an inclusive culture. NJCASA encourages applications from all qualified individuals without regard to race, color, religion, gender, sexual orientation, age, national origin, marital status, citizenship, disability, and veteran status.