

Survivor Services Specialist

Job Description

The New Jersey Coalition Against Sexual Assault (NJCASA) seeks a full-time Survivor Services Specialist to develop and manage a program that supports survivors throughout the state with navigating pathways to justice and healing.

NJCASA provides a statewide voice for survivors of sexual violence and New Jersey's 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 Survivor Services Specialist is a critical member of our small, passionate team. Ideal candidates will have a solid understanding of oppression as the root cause of sexual violence and the need to increase New Jersey's capacity to provide trauma-informed, culturally responsive services to all 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. Coalition work is dynamic and fast-paced, as our charge is to be responsive to the needs before us. The ideal candidate will be able to lead/support a portfolio of diverse projects, have vision, a positive attitude, high professional standards, and passion for the mission of NJCASA. In addition, candidates should be collaborative, 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 Survivor Services Specialist (SSS) is responsible for creating critical resources and information necessary to help sexual violence service providers *and* survivors. The SSS will create and administer multimedia resources accessible to survivors through an on-line portal on NJCASA's website. The SSS also serves as a scheduled and on-demand technical assistance point of contact for local direct service providers seeking guidance relating to hotline support, individual and group counseling, crisis response, legal advocacy, etc.

The Survivor Services Specialist responsibilities include:

- Serving as an initial point of contact for survivors who contact NJCASA seeking access to resources or support navigating systems
- Identifying statewide survivor needs through survivor feedback, contacts with local service providers, feedback from allied stakeholders, etc.
- Conduct assessments, data analysis, and prepare reports relating to the provision, and impact, of direct service strategies – including opportunities for growth
- Supporting the capacity of local programs to serve LGBTQ and BIPOC communities
- Provide training and technical assistance to NJCASA's member organizations and allied professionals
- Participate in/co-present at regional meetings, webinars, conferences, and other events that provide training or continuing education to advocates and allies

- Participate in state-level, multidisciplinary, cross-sector, task forces and committees focused on survivors' rights and legal advocacy issues impacting survivors of sexual violence;
- Participate in other external committees as assigned
- Prepare grant narratives and progress reports
- Other duties as necessary and assigned

Preferred Experience/Skills/Qualities:

- 3-5 years of experience in providing direct services to victims of crime, preferably to survivors of sexual violence
- Demonstrated ability to work professionally, effectively, and collaboratively with various systems, advocates, and allied professionals on issues related to the needs of survivors of sexual violence
- Understanding of the civil/criminal legal system, and demonstrated ability to support survivors' navigation of those systems
- Commitment to NJCASA's work to expand pathways to justice and healing beyond current options provided by the criminal legal systems (i.e.: restorative/transformational justice)
- Demonstrated dedication to the anti-violence movement, centering the principles of social justice, gender and racial 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, as they relate to oppression
- 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 interpretation, and program design

Salary range: Annual salary of \$55,000 - \$65,000, commensurate with education and experience

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

How To Apply: email cover letter and resume in a **single PDF document** to pteffenhart@njcasa.org .

Due to the volume of applications we receive for job openings, we are only able to respond to candidates being considered for the position. No phone calls or follow-up emails, please. We thank every candidate for their interest and wish everyone well in their career exploration!

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.