



Position Announcement: Director of Capacity and Programming

Organizational Overview:

The Oregon Coalition against Domestic & Sexual Violence (OCADSV) is a feminist statewide nonprofit corporation comprised of 46 member programs. We offer a number of support services to providers and community partners including systems advocacy; the development and distribution of funds; information, referral and technical assistance; training and education; and shaping public policy around intimate partner violence, sexual violence and stalking. OCADSV was formed to support grassroots efforts to pass legislation important to the anti-violence movement, such as the landmark Oregon Abuse Prevention Act and the Rape in Marriage Law. OCADSV facilitates excellence in training, advocacy and support to programs.

All OCADSV-sponsored worksites are fully wheelchair accessible; we strive to provide a healthy worksite for everyone.

Purpose of Position:

Under the direction of the Executive Director, the Director of Capacity and Programming will develop and implement trainings, provide technical assistance and engage in systems advocacy to build leadership capacity within Oregon's response to domestic and sexual violence.

Recipients: Leadership, including executive directors and Boards of Directors, of OCADSV member programs, Tribal and Culturally Specific domestic and sexual violence programs, and population specific programs developing domestic and sexual violence services

Essential Duties:

Technical Assistance:

- Information, resource materials, and referrals to assist recipients in development of best practices, trauma-informed supervision, program administration, sustainable equity and inclusion measures, and evaluation processes.
- Support capacity to develop population specific services for survivors of domestic and sexual violence.

This assistance will be provided through:

- Telephonic and electronic communications

- Periodic mailings, toolkits, and other publications, including articles for the monthly e-newsletter
- Research
- Site visits
- Workgroups, cohort development and convening

Training:

Identify the training needs of recipients throughout the state and implement an on-going training program. Content will focus on capacity building, current research, guiding principles, best practices, state standards, survivor-led program evaluation, fiscal oversight, trauma informed supervision, board development, grassroots organizing, equity, inclusion, and increasing access for historically marginalized communities.

In collaboration with OCADSV executive director and associate director, contribute to the content, design, and implementation of executive director roundtables.

This training program will be provided through:

- in-person events
- online trainings, and
- webinars

Systems Advocacy: As assigned, represent OCADSV on statewide committees to facilitate survivor centered, equitable, and effective domestic and sexual violence policy.

Develop Resource Materials: Develop training curricula, best practice guides, toolkits, and practice standards documents. Research and analyze materials on a variety of issues pertinent to sustainable, equitable and fully inclusive program management and development, with a particular focus on developing population-specific programming.

Conference/Meeting Coordination: Assist in the planning, provision, and evaluation of the annual OCADSV statewide conference. Contribute to the content, design, and implementation of events, trainings, and conferences.

Project Coordination: Develop, coordinate and lead OCADSV workgroups. Coordinate and conduct statewide executive director core training,

Other duties as assigned: Perform other duties as assigned. Along with other OCADSV staff, share in promoting solidarity, peer support, team problem solving, conflict resolution, and ethical communication throughout OCADSV.

Qualifications:**Required Skills & Minimum Experience**

1. At least 8 years' experience working as an Executive Director at a community-based

anti-violence program.

2. At least 3 years non-profit board experience.
3. Demonstrated experience in program development, and/or providing training and technical assistance. Demonstrated experience training or instructing individuals or groups concerning specific projects or processes.
4. Demonstrated experience leading and or developing specific programming, within historically marginalized communities, including but not limited to people of color people with disabilities, LGBTQ. Tribal, deaf and hard of hearing communities; community organizing, systems advocacy, and/or policy change efforts. Preference will be given for organizational change and capacity building focused activities.
5. Extensive knowledge of the domestic and sexual violence non-profit organizational management, knowledge specific to Oregon's history and culture is essential.
6. Understanding of the intersection of oppressions as it creates and perpetuates a culture of violence and creates barriers to accessing domestic and sexual violence response services.
7. Extensive knowledge of public policy issues related to domestic violence, sexual assault.
8. Extensive knowledge of Oregon non-profit board structure, including development, board training, board policy and procedures.
9. Experience conducting research utilizing a wide range of sources including workgroups, focus groups, the Internet, and identification of alternative information sources.
10. Excellent oral and written communication skills.
11. Ability to maintain positive, cooperative and professional demeanor with community-based domestic and sexual assault programs, OCADSV staff/board, vendors, consultants, allied professionals, and members of the public.
12. Demonstrated knowledge of the needs of organizations working with diverse populations and culturally specific organizations.
13. Willingness to abide by the mission and philosophy of OCADSV.
14. Availability to travel statewide and nationally, some overnights and weekends. Have a car or access to one, insurance, a valid driver's license, and an acceptable driving

record.

15. Along with other OCADSV staff, share in promoting solidarity, peer support, team problem solving, conflict resolution, and ethical communication among office staff and throughout OCADSV.

Preferred Skills and Experience:

1. 3-5 years' experience living in or working in rural Oregon
2. 3 years executive director experience within Oregon community-based anti-violence program
3. Program evaluation experience
4. Strong community collaborator

People of color and people from historically marginalized communities are strongly encouraged to apply.

THE OREGON COALITION AGAINST DOMESTIC AND SEXUAL VIOLENCE IS AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER COMMITTED TO WORKFORCE DIVERSITY.

Compensation:

Compensation will be \$57k-60k, depending on experience.

Generous benefits package including: full medical, dental, and vision coverage; retirement plan; life and short-term disability insurance; generous paid time off; health reimbursement account, and cafeteria plan.

To Apply:

Submit a resume and cover letter:

Please email your cover letter, resume by 5pm January 20th, 2020 to

Hiring@OCADSV.org

For more information on the Oregon Coalition Against Domestic & Sexual Violence visit www.ocadsv.org