



Sexual Assault Response Team (SART) Tribal Coordinator Restoring Ancestral Winds, Inc. (RAW)

Classification

Full-Time, Hourly, Non-Exempt

Salary

\$23.00 hourly rate/40 hours per week/\$47,840 Annual

Location

Sandy, Utah

Reports to: Executive Director

Mission Statement

Restoring Ancestral Winds, Inc.'s mission is to support healing in our indigenous communities. We will: advocate for healthy relationships; educate our communities on issues surrounding stalking, domestic, sexual, dating and family violence; collaborate with Great Basin community members and stakeholders; honor and strengthen traditional values of all our relations.

JOB DESCRIPTION

Position Summary

Restoring Ancestral Winds, Inc. is seeking a creative, resourceful individual with strong interpersonal skills, including relationship/trust building, effective communication and active listening, to assist Native American Tribal nations in the Great Basin to develop, coordinate and facilitate the SART program. The SART program is designed to build communication and collaboration between agencies who serve Native American sexual assault victims and provide a collaborative, interdisciplinary team response to sexual assault. The SART Tribal Coordinator will provide technical assistance to existing SARTs throughout Utah, coordinate and facilitate statewide initial SART training and ongoing professional development opportunities, assist Native American Tribal nations in establishing SART programs. The SART Tribal Coordinator will advocate for best practices in coordinated community response to sexual assault and statewide standards of care for victims. The SART Tribal Coordinator will work closely with RAW staff and community partners to understand and document the challenges currently faced by Tribal and non-Tribal organizations in providing safety and support for Native American survivors of sexual assault. The SART Tribal Coordinator will oversee all administrative tasks and day to day the operations of the SART program and once established include grant reporting, budget oversight, maintaining detailed records and potentially recruiting, and training other victim advocates.

Position Activities & Responsibilities

- Serve as a centralized contact for SART programs and for information on the SART model for Tribal nations in the Great Basin and urban Indigenous populations.
- Understand the theory and practice of coordinated community response to sexual assault.

- Conduct a review of current literature, existing curricula, resource materials, state and local protocols, and other relevant resources that support SART coordination and continuity.
- Compile documentation of promising practices for serving Native American populations.
- Participate on developing and existing sexual assault and domestic violence response teams throughout the state, including responses involving child and adolescent victims.
- Support existing and developing SART programs in Utah, building infrastructure and alliances with appropriate tribal governments, non-profits and state agencies to promote consistent, professional and victim-oriented response and treatment of sexual assault victims.
- Develop and maintain a directory of Utah SART programs, documenting participating agencies, operational procedures, training experts, and expert witnesses.
- Assess the status of SART development across the Great Basin to determine the unmet technical assistance needs of first responders to sexual assault, particularly among Tribal nation's and urban Indigenous populations.
- Coordinate and implement opportunities for professional development and inter-disciplinary training on emerging methods and technologies in sexual assault response.
- Provide opportunities for introductory training on the SART model for sexual assault responders and communities who are interested in SART implementation.
- Facilitate coordination between agencies and individuals in developing new SART programs, operations, and protocols for Tribal nations located in the Great Basin.
- Assist individual teams in adapting recommended protocols to the resources and needs of their communities.
- Coordinate and strengthen communications among community SART members: law enforcement agencies, county district attorney's office, crime lab, sexual assault nurse examiners, county victim/witness assistance programs, and rape crisis centers.
- Coordinate and strengthen communications among tribal nation's and other specialized setting SART members.
- Support SART programs with limited resources by assisting with team communications, scheduling, and agenda development.
- Support and coordinate relevant community education, public outreach and legislation.
- Advocate for victims' rights.
- Adhere to RAW philosophy, policies and procedures.

QUALIFICATIONS

Education: Bachelor's degree or equivalent combination of education and experience.

Experience:

- Leadership/Facilitation experience with multi-disciplinary service coordination teams.
- Experience in adult instruction, technical writing, program development and coordinated community response.
- Experience advocating for victims of sexual violence.

Skills:

- Knowledge of Sexual Assault Nurse Examination (SANE)/SART operations, recommended protocols, and promising practices.
- Basic understanding of the components of sexual assault response, including crisis intervention and advocacy, criminal investigation techniques, and prosecution procedures.
- Basic knowledge of victim service agencies.
- Ability to critically analyze, summarize, and apply social service and criminal justice research.
- Ability to gather and summarize data and to design, prepare and format reports.
- Demonstrated ability to work independently, manage time, evaluate progress, and adjust activities to complete projects within established time frames.

- Skilled in establishing effective working relationships.
- Excellent writing, interpersonal communication, and public speaking skills. Proficiency with general office duties, computer systems and technology. Proficient with word processing and spreadsheet programs.
- Ability to learn and adapt to new data management systems as needed.
- Ability to work collaboratively and share responsibility for completion of project objectives.
- Ability to advocate for diverse, marginalized and underserved populations.
- Ability to address and resolve conflict in a constructive manner.

Other Requirements:

- Self-motivated, able to work well in a team environment, and willing to actively contribute to creating a positive work culture.
- Ability to adhere to Violence Against Women Act (VAWA) confidentiality provisions.
- Ability to work some weekends, late nights, holidays and special event hours.
- Must have completed or be able to complete 40 hours of Victim Advocacy Training provided by a Tribal or State Domestic Violence and/or Sexual Assault Coalition. If not completed prior to hiring this requirement may be met by completing the earliest training available after hiring.
- Understanding and willingness to support the RAW mission statement.

Preference will be given for the following qualifications:

- Experience working in Native American communities.
- Understanding the intersections of oppression as it perpetuates a culture of violence and creates barriers to accessing sexual violence response services.
- Experience addressing systematic oppression and the needs of marginalized and underserved populations (Native American tribes and LGBTQ+/Two-Spirit) and the barriers they encounter in accessing safety and support.
- Demonstrated awareness of the impact of trauma on individuals, organizations, and communities.

Work Environment

This job operates in a professional office environment with occasional local, regional and national travel. This role routinely uses standard office equipment such as computers, phones, photocopiers, filing cabinets and fax machines.

Physical Demands

While performing the duties of this job, the employee is regularly required to sit, stand and talk. The employee frequently is required to sit for extended periods.

Position Type and Expected Hours of Work

This is a full-time position. Initial expected work hours will be from 8am-5pm Monday through Friday. Evening and weekend hours may be required as the SART Program develops. The SART Tribal Coordinator will work with the Executive Director to periodically assess scheduling needs to provide SART services. Some flexibility in hours is allowed with Executive Director's approval, but the employee must be available to work 40 hours each week to maintain full-time status.

Travel

This position will require travel to participate in local and regional meetings, workgroups and training. Some out of state travel may be required to participate in national conferences and training. Employees must have access to reliable transportation for travel within Utah.

- Must have a valid Utah driver's license and valid auto insurance.
- Must have ability to travel throughout Utah independently, including Tribal nations in the Great Basin, and occasionally out-of-state.
- Flexibility in scheduling, including occasional overnight stays and extended days.

WAGES AND BENEFITS

The SART Tribal Coordinator is a full-time, non-exempt position and is supervised by the Executive Director.

Medical, Dental and Optical Insurance benefits are available for full-time employees and their dependents.

APPLICATION PROCESS

We strongly encourage qualified people of color and people from historically marginalized communities, persons with disabilities, and others who would bring additional dimensions of experience to our community to apply. The Restoring Ancestral Winds, Inc. DV/SA tribal coalition is an equal opportunity employer committed to workforce diversity.

Position is open until filled, meaning applications will be accepted and reviewed until the position is filled. To apply, please send a cover letter, resume, up to three professional references, and any relevant portfolio material via email to: support@restoringawcoalition.org. Applicants are subject to mandatory pre-employment security background check and drug testing.

Restoring Ancestral Winds, Inc. is an equal opportunity employer for all person without regard to race, color, national origin, ancestry, sex, sexual orientation, gender identity or expression, religion, age, pregnancy, disability, work-related injury, covered veteran status, political ideology, genetic information, marital status, or any other factor that the law protects from employment discrimination.

ABOUT US

The Restoring Ancestral Winds, Inc. DV/SA tribal coalition is nationally recognized by the federal U. S. Department of Justice Office on Violence Against Women as an expert organization supporting best practices in victim advocacy. RAW provides training, technical assistance, and policy and advocacy to Tribal Nations and urban tribal populations throughout the Great Basin including Utah. We work in partnership with Tribal, federal, state and local organizations to identify and resolve service gaps in meeting the needs of Native survivors of domestic and sexual violence.

Contact:

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