



Sexual Assault Tribal Advocacy & Outreach Specialist Restoring Ancestral Winds, Inc. (RAW)

Classification

Full-Time, Hourly, Non-Exempt

Salary

\$19.00 hourly rate/40 hours per week/\$39,520 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 fill the position of Sexual Assault Advocacy & Outreach Specialist. This position is created for the purpose of supporting and helping to build the capacity of Great Basin Area Tribal and non-Tribal victim service providers in assessing and meeting the needs of Native American survivors of sexual violence. The Sexual Assault Advocacy & Outreach Specialist 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.

Position Activities & Responsibilities

- Serve as a centralized contact for Tribal and non-Tribal sexual assault service providers on resources and best practices for providing trauma-informed, culturally responsive advocacy and support to Native American survivors of sexual violence.
- Understand the roles and responsibilities of criminal justice, medical and community-based service providers in providing crisis response and follow-up support for sexual assault survivors.

- Conduct a review of current literature, existing curricula, resource materials, Tribal, federal, state and local protocols for responding to sexual assault on Tribal lands and to Native American survivors of sexual violence in urban and rural Utah communities.
- Compile documentation of promising practices for developing and delivering advocacy services for Native American populations.
- Participate on developing and existing multi-disciplinary sexual assault response teams (SART) throughout the state, including those responding to sexual offenses against children and adolescents.
- Support existing and developing Tribal advocacy programs serving Native American survivors in Utah and neighboring Tribal Nations.
- Work collaboratively with RAW program staff and consultants to build 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 Tribal and non-tribal victim service providers serving Native American survivors in Utah, documenting participating agencies, operational procedures, training experts, and expert witnesses.
- Assess any training and technical assistance needs of advocates and programs serving Native survivors of sexual violence across the Great Basin to determine areas of unmet need.
- Facilitate and participate in coordinated planning activities with Tribal, Federal, state and local partners to develop and provide professional development resources to meet identified needs.
- Assist advocacy programs in adapting recommended practices for serving Native American sexual assault survivors to the resources and needs of their communities.
- Provide community and professional education on risk and protective factors associated with sexual violence, particularly for members of Native populations.
- Provide culturally relevant resources for Tribes and Tribal organizations to prevent and respond to gender-based violence.
- Support and coordinate relevant community education, public outreach and policy development activities.
- Advocate for victims' rights.
- Adhere to RAW philosophy, policies and procedures.

QUALIFICATIONS

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

Experience:

- Experience in adult instruction, technical writing, program development and coordinated community response.
- Experience advocating for victims of sexual violence.

Skills:

- Thorough understanding of the components of sexual assault response, including crisis intervention and advocacy, and standard criminal justice procedures including initial response, investigation, prosecution and supervision of offenders.
- Knowledge and experience with community education and outreach planning and delivery.
- 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 frame.
- 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.
- Self-motivated, able to work well in a team environment, and willing to actively contribute to creating a positive work culture.

Other Requirements:

- 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 to accommodate advocacy training schedules. 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 Nation's in the Great Basin, and occasionally out-of-state.
- Flexibility in scheduling, including occasional overnight stays and extended days.

WAGES AND BENEFITS

The Sexual Assault Advocacy & Outreach Specialist 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:

Restoring Ancestral Winds, Inc.
8160 So. Highland Dr., Suite A3
Sandy, Utah 84093
E: support@restoringawcoalition.org