



JOB POSTING

SHELTER ADVOCATE – DV Emergency Shelter

Would you like to be part of a premier nonprofit in Snohomish County dedicated to ending domestic violence and intimate partner violence for individuals and families? Domestic Violence Services of Snohomish County (DVS) is dedicated to ending domestic abuse by providing diverse and equitable services for individuals impacted by Intimate Partner Violence (IPV), including their children, and by facilitating social change. Our vision is to create an environment, which is safe, responsive and supportive of individuals and/or families impacted by IPV. DVS is dedicated to fostering individual dignity, respect, hope and self-determination.

GENERAL SUMMARY:

The Shelter Advocate is responsible for providing empowerment-based direct services to domestic violence survivors who are residents of DVS's confidential shelter and to support line callers. Direct services include: routine and escalated advocacy services, safety planning, emotional support, education about domestic violence and referrals to community resources.

REPORTS TO:	Shelter Manager
SALARY RANGE:	\$39,270 - \$45,525 based on background and experience
HOURS:	40 hours per week, as scheduled
BENEFITS:	Includes health insurance (including dental and vision), long-term disability, generous paid vacation and sick & safe leave, and Employee Assistance Program.

ESSENTIAL DUTIES:

- Provide services in a manner that is culturally appropriate, survivor-driven, flexible and geared toward each specific survivor's needs and priorities.
- Provide crisis intervention information, safety planning, support, and advocacy to support line callers and shelter residents.
- Interact with all residents utilizing trauma-informed care and harm reduction models of services.
- Screen domestic violence survivors for admittance to emergency shelter.
- Complete shelter screening, intake, orientation and exit procedures.
- Provide culturally appropriate individual support and advocacy based services to shelter residents and their children.
- Monitor shelter activities to maintain safe and supportive shelter atmosphere.
- Promptly address difficulties or issues that arise with residents, respectfully revisiting guidelines and issuing warnings and exit notices as needed. Model non-violent conflict resolution.
- Ability to "self-start" and work independently, while integrating input from collaborators and direction from supervisor.
- Function as a cooperative member of the shelter services team, communicating with other staff and attending meetings as requested.
- Attend seminars and community events.



- Facilitate support groups as assigned.
- Share case management responsibilities with other shelter advocates.
- Enter information into county, state and agency databases.
- Maintain all required shelter paperwork in a timely, accurate, objective, and confidential manner.
- Communicate with all callers, shelter residents and staff in a manner that reflects respect and equality among all individuals.
- Conduct all work in a manner consistent with the policies and procedures of the shelter and of the agency.
- Maintain consistent client/advocate and staff/staff boundaries that encourage client and individual staff decision-making and problem solving of each individual's issues.
- Transport residents in shelter vehicle as needed.

MINIMUM QUALIFICATIONS:

EDUCATION AND EXPERIENCE

- B.A. in social work or related field or equivalent relevant experience.
- Minimum of 2 years of experience as an Advocate or working with families in crisis, preferably in a residential setting.
- We value those who come with diverse lived experience. Persons from all backgrounds are encouraged to apply.
- Must have documentation of 20 hours of DV Advocacy-based training, be in process of obtaining this or be willing to take a course offered by a certified D.V. Advocacy-based organization.

KNOWLEDGE, SKILLS AND ABILITIES

- Understanding of domestic violence issues and challenges impacting survivors of domestic violence.
- Initiative to learn and enhance skills that promote equity and an understanding of oppression and its impact on domestic violence.
- Ability to make decisions and exercise sound judgment in the absence of immediate supervision and/or clear guidelines.
- Experience in prioritization and problem solving, and coaching others through the process.
- Strong crisis intervention skills with ability to handle multiple tasks under stressful conditions.
- Experience and demonstrated ability to successfully work within a diverse cultural setting and provide culturally inclusive services.
- Demonstrated English skills in written and verbal communication.
- Ability to maintain strict confidentiality of client and agency information.
- Intermediate computer skills including Microsoft Office, Internet based applications, e-mail and ability to learn new programs.
- Ability to work as a member of a team as well as independently.
- Vehicle with current driver's license, registration, and insurance required.
- Bi-lingual capability desired.
- No disqualifying criminal history or sex offender convictions (WSP WATCH and DOJ Sex Offender Registry).
- Ability to travel locally to attend events representing DVS.
- Commitment to DVS mission, vision, and values.



PHYSICAL DEMANDS

To successfully perform the essential duties of this position, an individual must be able to sit at a desk for four or more hours a day, and use office equipment, including phones and computer keyboards, for four or more hours per day. Individuals must be able to engage clients over the phone and in-person by voice, and visit community partners. Regular attendance is an essential function of the job. Reasonable accommodations may be made to assist individuals with disabilities to perform essential job functions.

The above job description is meant to describe the general nature and level of work performed; it is not intended as an exhaustive list of all duties, responsibilities and required skills for the position. Employees will be required to follow any other job-related instructions and to perform other duties requested by their supervisor in compliance with Federal and State laws.

This is a full time, hourly position reporting to the Shelter Manager. The schedule may vary slightly, but is typically Monday through Friday, 2:45pm to 11:15pm. DVS provides a comprehensive salary and benefits package that includes health insurance, long term, disability, and generous paid vacation and sick leave.

To be considered for the position, candidates should go to our website: <https://dvssnoco.org/who-we-are-employment/>

Review the Mission, Vision, Values statement*, submit a completed DVS Application Form, current resume and cover letter outlining the qualifications and salary expectations to:

Domestic Violence Services of Snohomish County
P.O. Box 7
Everett, WA 98206

Fax 425-258-5976 or email at: admooffice@dvs-snoco.org

Only candidates that meet the posted qualifications will be contacted by our recruiter.

* <http://dvs-snoco.org/wp-content/uploads/2017/08/Vision-Mission-Values.pdf>



DVS is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, religion, color, national origin, sex, sexual orientation, gender identity, age, status as a protected veteran, among other things, or status as a qualified individual with disability.

EEO Job Classification:

21-1099 Community and Social Service Specialists