



JOB POSTING

OVERNIGHT 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 Overnight Advocate position provides routine and escalated advocacy services to crisis line callers and to residents of DVS's confidential shelter who are survivors of domestic violence (DV).

SALARY: \$18.88 hourly + \$3 /hr shift differential (+\$1/hr bilingual bonus)

HOURS: 11:00 pm – 7:30 am (56 hours per pay period)

REPORTS TO: Shelter Manager

APPLICATIONS DUE: Open until filled

ESSENTIAL DUTIES:

- Provide crisis intervention, information, safety planning, support, and advocacy to crisis line callers and shelter residents
- Determine program eligibility domestic for admittance to emergency shelter
- Complete shelter screening, intake 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
- Maintain all required shelter paperwork in a timely, accurate, objective, and confidential manner
- 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
- 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.
- Data Entry
- Cleaning and preparing vacant rooms for new residents.
- Nightly housekeeping duties and restocking supplies
- Perform additional duties as assigned

MINIMUM QUALIFICATIONS:

EDUCATION AND EXPERIENCE

- High school diploma or GED, or equivalent educational background.
- We appreciate those who come with valuable 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
- Experience and/or training in crisis intervention and peer counseling
- Ability to make decisions and exercise sound judgment in the absence of immediate supervision and/or clear guidelines
- Strong crisis intervention skills with ability to prioritize and handle multiple tasks under stressful conditions
- Demonstrated skill in written and verbal communication
- Experience in prioritization and problem solving
- Ability to provide culturally appropriate services to people from diverse backgrounds
- Ability to work as a member of a team as well as independently
- Bilingual capabilities preferred.
- Ability to maintain strict confidentiality of client and agency information
- Intermediate computer skills including Microsoft Word, knowledge of Internet, e-mail and ability to learn new programs
- Valid Washington State Driver's License
- Alignment with DVS's Mission, Vision, and Values Statement*
- No disqualifying criminal history or sex offender convictions (WSP WATCH and DOJ Sex Offender Registry).

PHYSICAL DEMANDS

To successfully perform the essential duties of this position, an individual must be able to stand; walk; sit; use hands to finger, handle, or feel; reach and extend with hands and arms; push; pull; climb or balance; stoop, kneel, crouch, or crawl. The employee must frequently lift and/or move up to 25 pounds and occasionally lift and/or move up to 50 pounds. The 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.

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.

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: admoffice@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