REACH Beyond Domestic Violence is a non-profit organization providing safety and support to survivors of abuse while engaging communities to promote healthy relationships and prevent domestic violence. Our programs include 24-hour hotline services, emergency shelter, support groups, legal advocacy, specialized children’s services, community-based survivor advocacy programs and community education and training.

We are seeking to hire a Director of Community Advocacy to join our team. The ideal candidate for this role is an experienced leader who is eager to supervise and support a diverse and dedicated team. REACH’s Community Advocacy Program works from a relational model that is trauma informed and strengths based, centering wellbeing with an understanding of the tradeoffs we all face. The Director is someone who works and leads from a philosophy that sees people, not problems, and is committed to fostering a workplace culture that is social justice centered.

The Director provides overall management and supervision for the community-based advocacy program, including supervision of staff, developing and managing the program budget, developing and implementing policies and procedures, maintaining compliance with grants and contracts, and integrating the program with others in the organization. We are looking for someone to build, support, and retain a team of people who work from REACH’s core values. The Director of the Community Advocacy Program is a member of the senior management team and reports to the Executive Director.

**Director of Community Advocacy Program**

We believe that successful candidates will demonstrate the following characteristics:

- Superior skills in leadership, organization, collaboration, problem solving, and conflict resolution
- Knowledge of the dynamics of domestic and sexual violence and the impact of trauma
- Experience working with individuals coping with multiple stressors (addiction, mental illness and trauma)
- Ability to think on a large scale about the community advocacy program and how it fits with the organization as a whole

**Specific responsibilities:**

- Provide overall leadership for community based domestic violence advocacy program. Build and sustain a team dedicated to providing individual advocacy services using a relational model grounded in trauma-informed and strengths-based practices.
  - Supervise eight full-time advocates working one-on-one with survivors of domestic violence. Provide weekly professional supervision, as well as daily support with advocacy strategies.
  - Supervise a full-time child and adolescent therapist working with families and providing individual therapy for children over 3.
  - Partner with program clinical supervisor to ensure consistency and support staff sustainability.
  - Collaborate across the organization to support student intern program including training and project coordination. (A successful candidate with LCSW/LICSW would have the opportunity to build a clinical MSW internship program.)
- Offer strategic and tactical perspectives on how to develop and strengthen the programs and the organization’s capacity to address barriers and meet the needs of survivors.
  - Support outreach efforts and relationship building with community partners and area providers.
  - Build and maintain connections with Jane Doe Coalition partners.
  - Maintain extensive knowledge of resources for survivors.
• Collaborate on organization wide work to address systemic and legislative barriers to better meet the needs of survivors.

• Ensure proper reporting and evaluation of program service delivery.
  o Lead the development and implementation of evaluation and data collection measures for the program
  o Train and support team in using Empower database.
  o Participate in funder site visits and assist with communications about the program.
  o Maintain standards of recordkeeping in compliance with confidentiality policies.
  o Complete program reports and provide information for various funding sources.
  o Ensure staff completes paperwork in a timely manner, including program reports, timesheets and reimbursements.

• Facilitate weekly community team meetings to build shared understanding of the challenges and opportunities facing survivors and the advocates in their roles.

• Ensure staff and volunteers receive training in different areas of domestic violence service provision and participate in the training as a subject matter expert.

Salary range is $70,000-$85,000. Comprehensive benefits package includes option for health, dental and vision coverage, retirement plan, and generous paid time off. REACH provides 25 hours of domestic violence subject area training to all staff and volunteers, as well as ongoing weekly individual and group supervision, peer-to-peer mentoring, and opportunities for all staff to participate in in-house and outside education and trainings throughout the year.

This is a full-time exempt position, typically with Monday-Friday daytime hours although some evening and weekend hours will be required for various events or to respond to crisis situations. Candidates must have a valid driver’s license and reliable transportation in order to transport survivors and will be asked to submit to MA Criminal Records Check (CORI).

Due to COVID, REACH is currently working from a hybrid work model with some work onsite at our office in Waltham and some work from home. More time at our office in Waltham will be required during the initial onboarding process and this position will likely be primarily onsite in the future.

REACH seeks candidates with diverse language, cultural, identity or life experience. If you are interested in applying for this position, please send your cover letter and resume to Laura Van Zandt, Executive Director, at jobs@reachma.org.

At REACH, we believe that the way we do our work matters. The respectful, equitable relationships we work for in the world have to start with us. We work with communities and individuals to change social norms and systems of oppression in order to prevent and ultimately end domestic violence. We do this work because we believe change is possible, and we look forward to having you join us.

REACH is an equal opportunity employer and provides an inclusive work environment.