

JOB DESCRIPTION

- Position:** **Senior Prevention Strategist**
- Reports to:** Executive Director
- Location:** Anywhere in WA state; open to work-from-home. Must be available to come to Seattle office periodically (currently on hold due to COVID)
- Classification:** Exempt
- Pay & Benefits:** **\$64,500 to \$70,500 DOE, plus:**
- 35-hour work week
 - Annual pay increases per salary structure
 - 100% paid premiums for medical, dental, vision health insurance, 50% for dependents
 - HRA reimbursement
 - Student loan payment assistance after 6 months
 - 100% paid long-term disability and life insurance
 - Retirement contribution after 6 months
 - 3 weeks annual vacation with periodic increases, 14 paid holidays, and sick leave
 - Flexible, family-friendly work environment

Our mission is to mobilize our member programs and allies to end domestic violence through advocacy and action for social change. We improve how communities respond to DV and create a social intolerance for abuse, support our member programs, and inform the public. Guided by our [Theory of Change](#), we work to undo the root causes of violence, building racial equity, economic justice, and gender and reproductive liberation to create a world where all people can live and love freely without fear. WSCADV's team approach facilitates the sharing of power and responsibility across positions.

This position is responsible for:

- (1) **Visioning and strategic planning** on domestic violence prevention;
- (2) **Leading key prevention initiatives** such as [Team Up Washington](#) and integrate prevention into WSCADV programming;
- (3) **Starting up a new community-based initiative to motivate abusive men to change their behavior**, based on the [Men's Domestic Abuse Check-Up](#) or similar models.
- (4) **Evaluating impact** to promote learning and attract resources.

This position plays an important role to advance our Theory of Change, engage with our 70+ member organizations, and collaborate. For prevention, we aim to build skills among our members, engage the public, and address underlying conditions that allow violence to continue. This includes addressing society's over-reliance on crisis services and criminal legal response to end abuse.

This position will lead a small team and join a staff of about 20 people. WSCADV has a friendly, flexible work environment where we value each person. Periodic overnight travel is required. *Valid driver's license and/or ability to travel, and proof of COVID vaccination, are required.*

Primary Responsibilities:

1. Develop and map a strategic vision, goals, and multi-year plan on prevention, collaborating with staff and a peer learning community of preventionists:
 - Incorporate prevention into other WSCADV programming.
 - Share knowledge, encourage innovation, and inspire creativity in local communities on the 4 domains of prevention (promoting healthy relationships, shifting culture, building skills, and addressing root causes of violence).
 - Address racial equity and economic resilience in prevention strategies.
2. Expand and lead the Team Up Washington initiative. Broaden statewide engagement, assess needs, increase training opportunities and pro sports sponsorships. Work closely with key partners. Serve as a core trainer and mentor (Coaching Boys Into Men®, Athletes As Leaders™). Address racism, homophobia, and other forms of oppression in connection with gender-based violence. Collect data and assess impact.
3. Start-up a new initiative to motivate abusive men to understand their impact and explore behavioral change, earlier and outside of institutions. Building on the Men's Check-Up study or similar models, design evidence-based and emerging practices to reach people who cause harm. Assess needs, scope readiness, and plan initial pilot and evaluation. Engage WSCADV members, potential partners, and survivors. Work with staff to seek funding.
4. Lead the Refuse To Abuse® program. Liase with MLB partner, lead development of messages/ads with ad firm for English- and Spanish-speaking markets, manage relationships, support annual 5K event, develop emerging opportunities, assess impact.
5. Supervise prevention staff (e.g., Coordinator and/or Specialist), and work as a team to:
 - Plan and ensure delivery of training, technical assistance, and deliverables, especially with preventionists and WSCADV membership;
 - Promote community educational tools, oversee online store, facilitate train-the-trainer events, and develop new products (e.g., for *In Her Shoes*);
 - Create messages, tools, and strategies with the WSCADV communications staff;
 - Collaborate with the statewide sexual assault coalition.
6. Coordinate grant and contract funds. Ensure timely completion of activities and compliance with grant requirements. Prepare and submit financial, data, and narrative reports.
7. Teamwork. Perform other general WSCADV staff duties related to annual conference, Refuse To Abuse® 5K, and other duties as assigned. Participate in domestic violence, multicultural, and anti-oppression activities and trainings, and perform all work in a

culturally responsive manner consistent with WSCADV's [mission](#) and [Principles of Unity](#).

Qualifications

Desired Knowledge, Skills and Abilities

- Deep respect for diversity and commitment to advancing WSCADV's [mission](#), [Theory of Change](#), and [Principles of Unity](#), including undoing racism, sexism, and other forms of oppression.
- Strong ability to foster innovation, adoption, and integration of prevention strategies that motivate people to influence peers, families, schools, and communities.
- In-depth knowledge of principles and best and promising practices for domestic violence prevention, survivor-driven advocacy, and working with people who cause harm.
- Strong knowledge of racial, economic, and gender justice issues.
- Skilled ability to build trust and work with communities most impacted by violence.
- Warm, compelling training and oral and written communications skills. Ability to provide effective training, facilitation, mentoring, and messages for a wide range of audiences.
- Demonstrated effectiveness working with and inspiring engagement by domestic violence/sexual assault programs and others.
- Ability to supervise, mentor, and develop leadership in others in a multi-cultural setting.
- Project and budget planning, development, and management.

For All Staff, we want to see:

- Ability to work independently, plan and manage time, and sort multiple priorities while exercising good judgment.
- Ability to foresee, solve problems and meet deadlines in a professional, positive manner.
- Tact, discretion, and ability to oversee and safeguard confidential and sensitive information.
- Strong ability to work collaboratively, build trust, and be flexible with coworkers, project partners, and organizations from a wide range of backgrounds.
- Demonstrated spirit of cooperation and ability to build positive working relationships in an interactive, productive, team environment.
- Working knowledge of Microsoft Office software.
- Flexible with ability to learn and adapt to changes in duties, processes, and technologies in an evolving nonprofit and as part of the movement to end violence.

Required Experience

- At least 5 years of experience in domestic violence or sexual assault prevention, survivor advocacy, youth anti-violence intervention, and/or related community organizing.
- At least 5 years of supervising and project management experience.
- At least 2 years of experience with batterer's intervention programs, restorative or transformative justice, or other approaches working directly with people causing harm.
- Grant-writing (or contributing to) experience.

Preferred Experience

- Trainer for Coaching Boys Into Men®, Athletes As Leaders™, In Their Shoes®, or similar.
- Strong familiarity with student athletic programs and working with coaches.
- Project management.

HOW TO APPLY: Please submit the following package by email:

- 1) A cover letter summarizing your interest in and relevant experience and abilities for this position.
- 2) Resume with your current and previous work history.
- 3) Include your response to this question: **“How can domestic violence and sexual assault prevention evolve to deeply engage communities over the next decade?”** (please answer this in 1-3 sentences in your letter)

Email to: max@wscadv.org, subject line: Senior Prevention Strategist Hiring – [your last name]

Applications will be considered on a rolling basis; **submit your application by *February 18, 2022*** to be considered in the first screening. Position open until filled. Anticipated start is early April. No calls, please.

People with lived experience of domestic violence and from historically marginalized communities are encouraged to apply. The Washington State Coalition Against Domestic Violence is an Equal Opportunity Employer and does not discriminate on the basis of race, color, sex, marital status, sexual orientation, gender presentation, political ideology, age, creed, religion, ancestry, national origin, veteran status, and the presence of any sensory, mental or physical disability in employment, volunteer opportunities or services rendered.