

## **Hiring Announcement**

**Position:** Economic Justice Coordinator  
**Location:** Hybrid - work from home anywhere in WA state. Seattle workspace available. Must be available for periodic overnight travel.  
**Reports to:** Senior Program Director  
**Classification:** Exempt, 1 FTE  
**Compensation:** \$59,500 – 62,500 salary DOE

### **Pay & Benefits**

- 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 accrual with periodic increases, 14 paid holidays, 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 builds strength and unity across our widely diverse membership of domestic violence programs in rural, metro, Tribal, BIPOC, and cultural communities. Internally, our team approach facilitates the sharing of power and responsibility across staff positions.

**This Program Coordinator position is responsible for leading the Economic Justice Project to advance survivor households' safety, freedom, and options by:**

- a) Supporting domestic violence programs advocacy services with resources, training and technical assistance on economic and financial safety and options for survivors, including public benefits, child support, employment, living wages, cash assistance, and more, on behalf of survivors and their families;**
- b) Educating and working with state agencies and systems about their response to poverty and domestic violence;**
- c) Engaging membership and community-based partners on strategies that support economic resilience for survivor households;**
- d) Contributing to WSCADV public policy efforts.**

This position plays an important role in contributing to a vision for community economic resilience, while also advancing day-to-day economic stability for survivors and their children. We work to change the underlying conditions that allow violence to continue. This position works in coalition with our membership and community-based organizations and builds alliances.

The position engages and mobilizes our 70+ member organizations. **Advancing race equity and community economic resilience is a key component.** WSCADV has a 25-year track record of securing state and federal protections for domestic violence survivors, funding for services and prevention, and policies that increase survivor safety and options, such as 'Paid Sick and Safe Leave', tenant rights, and 'Keep Washington Working.'

We have a friendly, flexible work environment where we value each person. Valid driver's license and/or ability to travel, and proof of COVID vaccination, are required.

### **Responsibilities**

1. Coordinate and contribute to WSCADV's Economic Justice (EJ) vision, collaborating with other staff:
  - a) Help advance our [Theory of Change](#) and its pathway of community economic resilience for survivor households, including in rural, BIPOC, Tribal, and economically struggling communities, and
  - b) Assess where the EJ program has been and opportunities for growth, and
  - c) Advance strategies to increase survivors' economic stability, and address systemic harms caused by racism, sexism, and poverty across generations.
  
2. Coordinate, develop and oversee Economic Justice project activities, with activities such as:
  - a) Delivery of the DSHS Economic Services Administration (ESA) contract, by providing training and technical assistance to TANF workers, and working with ESA and public policy workgroups.
  - b) Train, provide technical assistance, and create online content on topics such as public benefits, the Working Families Tax Credit, and survivors' legal rights at work.
  - c) Train membership on how to use community educational products such as *In Her Shoes: Economic Justice Edition*.
  - d) Strengthen or build relationships with ally organizations and groups working for economic justice (e.g., unions, food justice and community-based groups).
  
3. Contribute to public policy advocacy and social change, working closely with other staff, on activities such as:
  - a) Promote and contribute to WSCADV's work on the Working Families Tax Credit (WFTC), for example by serving on committees and partnering with local community organizers to lift up survivors' stories and experiences.

- b) Participate in identifying and advancing legislative and policy priorities, on issues such as TANF, unemployment, workplace protections, living wages.
  - c) Represent WSCADV on task forces and committees, such as the Statewide Poverty Action Network, as needed.
4. Coordinate a periodic wage and benefits statewide survey (“Good Jobs”) of domestic violence programs (when resources are available).
  5. Supervise interns, contractors, and staff as needed.
  6. Coordinate relevant grant and contract funds: Ensure timely completion of activities and compliance with requirements. Prepare and submit financial, data, and narrative reports. Assist with budget development and share ideas and information to support grantwriting.
  7. Teamwork: Perform other general staff duties related to WSCADV’s [annual conference](#), [Refuse To Abuse® 5K](#), and other duties as assigned. Participate in learning activities, and perform all work in a manner consistent with WSCADV’s [mission, Principles of Unity, and Theory of Change](#)

## **Qualifications**

### **Desired Knowledge, Skills, and Abilities:**

- Minimum 2 years of experience or a working knowledge of domestic violence survivor-driven advocacy and principles, state/federal public benefits, and other economic issues for survivors.
- Strong ability to work with domestic violence programs and survivors from different communities around the state.
- Experience with community organizing, or coalition-building on domestic violence or related social justice issues.
- Demonstrated experience working on race, economic, and gender equity, as well as commitment to WSCADV’s [mission, Principles of Unity, and Theory of Change](#).
- Strong oral and written communication skills that meet the needs of different audiences, such as: rural, urban, Tribal member programs; survivors and the public.
- Strategic thinking, conflict resolution, and negotiation skills to lead to positive outcomes.
- Demonstrated ability to manage multiple projects, including planning and time management skills to meet deadlines, while exercising good judgment independently.
- High degree of tact, discretion, and ability to maintain an engaging approach with membership, systems, and community members, while recognizing a diverse range of communication styles and perspectives on public policy.

### Preferred Qualifications:

- Familiarity with Washington State, including rural communities, BIPOC communities, Tribes, and LGBTQ, immigrant, and refugee communities, and their strengths and challenges.
- Spanish, ASL, or other oral/written proficiency in languages common to Washington is a plus.

### For All Staff, we want to see:

- Knowledge of racial, economic, and gender justice issues or commitment to learning.
- Ability to foresee, solve problems and meet deadlines in a professional, positive manner.
- Strong ability to work collaboratively, build trust, and be flexible with coworkers, community 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.

### 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) In your cover letter, include your response to the question (one paragraph limit):  
**What is one idea or change that you would like to see domestic violence advocacy programs carry out that would increase survivors' autonomy and economic stability, especially in low-income, BIPOC, or other historically marginalized communities?**
- 3) Your resume.

Email [jobs@wscadv.org](mailto:jobs@wscadv.org), subject line: **Economic Justice Coordinator hiring – [your last name]**. Applications will be considered on a rolling basis. **Submit your application by Wednesday, December 21, 2022** to be considered in the first screening. Position open until filled. Anticipated start is **mid-February, 2023**. 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.*