



Job Description | Victim Advocate

Position Title: Victim Advocate

Supervisor: Residential Director

FLSA Status: Non -Exempt

Employment Status: Full-Time, 7am-3pm

Salary Range: \$18.00 per hour

Victim Advocates are responsible for providing case management, advocacy and support services to residential clients living in the Safe House, a 24-hour emergency shelter for individuals and families fleeing domestic violence, sexual violence, and human trafficking. HopeWorks' staff, board and volunteers are invested and engaged in altering the systems and imbalances of power that maintain the status quo - including racism, poverty, and gendered violence. The successful candidate will have an understanding of the root causes of sexual and intimate partner violence.

Minimum Qualifications:

- Bachelor's degree in psychology, human services, social work or related field (preferred but not required)
- Previous shelter, family violence or sexual assault experience (preferred)
- Oral and written fluency in Spanish, Korean, Urdu or French (preferred)
- Excellent oral and written communication skills
- Passionate about the mission and philosophy of HopeWorks
- Team oriented and believes in a strengths-based approach to providing trauma-informed services
- Current driver's license and reliable transportation with up to date insurance
- Proficiency in Microsoft Office (Word, Excel, Outlook, PowerPoint) and other computer software

Essential Duties and Responsibilities:

ADVOCACY/CLIENT CARE

- Provide day-to-day advocacy and case management to residents in emergency shelter
- Complete assessments, intakes, exits as needed – managing related documentation with accuracy and timeliness
- Advocate with other agencies on behalf of clients
- Assist in the completion of public benefits, housing and other applications as needed
- Provide residency verifications
- Facilitate weekly house meetings and/or skill development workshops focused on increasing clients' ability to work through trauma, adjust to life in shelter, and move towards independence
- Perform Safe House curfew checks and track transitional client curfew check-in

PROGRAM MANAGEMENT SUPPORT

- Accurately complete client paperwork and compile reports as needed
- Document and communicate all pertinent information/issues for the following shifts
- Conduct daily house checks and report any maintenance concerns to appropriate staff
- Attend residential staff meetings
- Ensure that the physical appearance of all residential facilities meets agency standards.
- Participate in regular supervision with Residential Director to promote the provision of quality services
- Other duties as assigned

Competencies:

An individual should demonstrate the following competencies to perform the essential functions of this position.

Problem Solving	Identifies and resolves problems in a timely manner as well as skillfully gathers and analyzes information.
Communication: Oral and Written	Effectively transfers thoughts and expresses ideas orally or in writing in individual or group situations. Speaks comfortably with a diverse array of individuals and groups.
Judgment	Displays willingness to make decisions; exhibits sound and accurate judgment; and makes timely decisions.
Crisis Intervention	Responds appropriately to a client in crisis. Uses a variety of methods to offer short term, immediate help to individuals who have experienced an event that produces mental, physical, emotional or behavioral distress.
Crisis Management	Makes sound and timely decisions under pressure. Recognizes what is most suitable in particular situation. Effectively makes decisions in non-standard situations. Exhibits independence, decisiveness, and responsibility. Clearly and persuasively communicates decisions and orders to avert crises.
Planning and Organization	Prioritizes and plans work activities; uses time efficiently; and develops realistic action plans.
Professionalism	Thinks carefully about the likely effects on others of one's words, actions, appearance, and mode of behavior. Selects the words or actions most likely to have the desired effect on the individual or group in question.
Safety and Security	Observes safety and security procedures, and uses equipment and materials properly.
Diversity	Supports and promotes an environment that appreciates and holds opportunities for all, regardless of race, religion, nation of origin, culture, gender identity or expression, sexual orientation, physical or mental ability, weight, health status, age or other diversity factors.
Physical Demands	The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. While performing the duties of this job, the employee is frequently required to stand, sit, walk, communicate and hear. The employee is occasionally required to reach with hands and arms; climb or balance; and stoop, kneel, crouch, or crawl. The employee may frequently lift and/or move up to 30 pounds. Specific vision abilities required by this job include close vision, distance vision and ability to adjust focus.

Note: This job description in no way states or implies that these are the only duties to be performed by the employee(s) incumbent in this position. Employees will be required to follow any other job-related instructions and to perform any other job-related duties requested by any person authorized to give instructions or assignments. All duties and responsibilities are essential functions and requirements and are subject to possible modification to reasonably accommodate individuals with disabilities.

To perform this job successfully, the incumbents will possess the skills aptitudes and abilities to perform each duty proficiently. Some requirements may exclude individuals who pose a direct threat or significant risk to the health or safety of themselves or others. The requirements listed in this document are the minimum levels of knowledge, skills or abilities.

Apply: Applicants must submit a letter of interest and complete resume to:

Dionne Jimenez, Residential Director
 HopeWorks
 9770 Patuxent Woods Drive, Suite 300
 Columbia, MD 21046
 E-mail: djimenez@wearehopeworks.org
 Fax: 410-997-1397
NO phone calls

Resumes submitted without a letter of interest will not be reviewed. The review of applications will begin immediately and continue until the position is filled. Due to the high volume of applications we receive, we will only respond to applicants whose candidacy is being considered.