

**Nebraska Coalition to End Sexual and Domestic Violence**

**Job Title:** Director of Survivor Leadership

**Status:** Full Time, Exempt

**Reports to:** Executive Director

**Salary:** $65,000-$80,000

**Benefits:** Medical, prescription, dental, vision, and life insurance; Employee Assistance Program; 13 paid holidays; paid family, vacation, sabbatical, and sick leave; up to 3% retirement match; professional development and coaching opportunities; flexible and remote work options

**Job Summary:**

The Director of Survivor Leadership is a member of the Coalition supervisory team and reports to the Executive Director. This is a newly created position that will develop and oversee the Survivor Leadership project within the Coalition and ensure a lived experience/survivor focused foundation in work across the state.

Specifically, the Director of Survivor Leadership will develop and support a network of post crisis survivors who will use their lived experience to inform policy, training, service provision and systems. The position will emphasize experiences of sexual violence, but include intersectional experience of all other forms of violence that contribute. The Director will also represent the Coalition in providing technical assistance, assessment and implementation toward a survivor leadership foundation within the Coalition, the Coalition Network of Programs and in other organizations across the state.

Creation of a plan for implementation of the project will be part of the first year of this position. This position will work closely with Nebraska’s network of sexual and domestic violence programs across the state to foster survivor centered, trauma-responsive and culturally relevant services.

This work requires a strong anti-oppression framework, incorporating primary prevention strategies, equity, and social change into all efforts. BIPOC survivors, LGBTQ+ survivors, and survivors who have experienced other intersectional forms of violence are strongly encouraged to apply.

# Principle Duties:

## **Assessment of Survivor Inclusion**

1. Create and conduct formal and informal tools to assess and identify needs for a survivor-informed foundation within organization. This may include formalized assessment tools but also gathering feedback from staff, consultants, and clients through surveys, focus groups, or other mechanisms.
2. Create a project implementation plan using information gathered from assessment.

## **Team and Leadership Development**

1. Develop, oversee and support a statewide network of survivor leaders to provide expertise and consultation to Coalition, its Network of Programs and community partners. This infrastructure of survivor leadership will include individuals in both rural and urban communities and a broad range of diverse experiences.
2. Assist statewide network of Survivor Leaders in building skills and self-care parameters for consultation with other agencies in areas of: coaching and leadership support, policy/legislative process, system engagement and other areas to be determined.
3. Support Survivor Leaders in providing technical assistance and responses to information requests from programs on survivor inclusion and engagement, prevention, and related topics.
4. Provide support as needed to survivors who are working within the Coalition and its network of programs.
5. Demonstrate leadership that is responsive and adaptive to rapidly changing conditions and a commitment to experimentation.
6. Embrace a supportive leadership approach to accept and motivate others and handle complications with supportive feedback and coaching.
7. Serve as a strategic thought partner to the Executive Director and other members of the Coalition’s team in order to ensure a lived experience foundation throughout organization.
8. Deliver capacity building assistance and expertise to partners, statewide advisory boards and multidisciplinary committees as needed.
9. Represent the Coalition within statewide and national networks and at events focused on ending sexual violence and delivering survivor centric advocacy services.

## **Other Duties:**

1. Participate in the Coalition’s strategic planning, movement building activities, and other organizational activities and events.
2. Gather and stay current on best practices related to survivor inclusion, but also sexual and domestic violence, dating violence, human trafficking, and stalking prevention in general.
3. Other duties as assigned.

**Below is estimated distribution of duties and what a normal week may look like. Because this is a new position, the development year may look different from subsequent years.**

20% Assessment

50% Develop a year-long plan for implementation of Survivor Leadership Project

20% Development of statewide collective of post-crisis survivor leaders that includes engaging, supporting, and onboarding this Survivor Leadership Team.

10% Peer support for survivors of sexual and domestic violence

# Minimum Requirements:

1. Bachelor's degree in a related field or equivalent lived and/or professional experience.
2. Demonstrated lived experience and professional knowledge of domestic violence, sexual assault, human trafficking and stalking issues.
3. Experience in supervision or professional coaching and support.
4. Commitment to advocating for social change and ending gender based violence through an anti-oppression framework.
5. Ability to manage projects and be self-directed.
6. Access to own transportation and willingness to travel throughout Nebraska and occasionally out of state.
7. Ability to work on a computer for multiple hours at a time.
8. Ability to work with and support the entire Coalition team and outside partner agencies, especially BIPOC, LGBTQ+ and other communities who have been traditionally marginalized or oppressed.
9. Desire to be part of a social change and social justice organization committed to anti-oppression and anti-racism values.
10. Willingness to learn and grow with staff, and to create a workplace culture supportive of all.
11. Experience in community or survivor engagement.

# Preferred Qualifications:

1. Experience advocating on behalf of survivors and communities impacted by sexual and domestic violence, dating violence, human trafficking and stalking.
2. Experience with grant management, implementation, and reporting preferred.

This job description may change at any time based on identified priorities of the agency and in line with the overall mission.