



Position	Anti-Violence Program Director
Work Hours	Full-Time, Exempt; including some evenings and weekends
Salary	\$55,000-\$60,000 with healthcare, dental/vision options, vacation, and other benefits
Reports To	Executive Director

Job Summary

OutFront Minnesota's Anti-Violence Program (AVP) is a broad-based effort to end violence and harassment against and within LGBTQ+ communities in Minnesota. We work in collaboration with survivors and community members to build safety and power - as well as opportunities for support and healing - through the provision of crisis intervention services, systems advocacy, counseling, community education, and outreach. We strive to be victim/survivor-centered and trauma informed in all of our service provision and advocacy.

OutFront Minnesota is working to make equity for LGBTQ+ people a reality in our state. The AVP Director reports to the Executive Director and plays a critical role in the success of the organization. The staff provide front line support for people who have been, or are in fear of, being victims of intimate partner violence, sexual violence, and hate/bias violence.

Essential Responsibilities, Duties, and Tasks

The Director of the Anti-Violence Program is responsible for overseeing operations of all program services, including direct supervision and development of AVP staff, oversight of the program budget, and procurement/management of grants and funding. The Director is also a part of the 24 hour response team, and may occasionally be required to provide services and support to victim/survivors on evenings and weekends. The Director will also be responsible for the following tasks/duties:

- Act as an advocate for individuals experiencing intimate partner violence, sexual violence, and hate/bias violence in a variety of different settings (courthouse, hospital, etc.), in-person and over the phone
- Staff the help line in rotation with other AVP staff
- Provide supervision, leadership, and mentorship to AVP staff
- Maintain and establish community partnerships/relationships
- Work in collaboration with various community and government systems
- Conduct trainings on LGBTQ+ inclusion in various service environments
- Write and manage grants
- Monitor the day-to-day delivery of the programs and services of the organization to maintain or improve quality
- Work one on one with the Executive Director to foster continual personal development and growth
- Provide actively trauma informed, LGBTQ inclusive, and anti-racist services to clients
- Participate in OutFront's annual fundraisers and events



Required Qualifications

- Five years of direct social service experience with individuals, groups, and communities who have been impacted by various forms of trauma, including but not limited to: domestic/intimate partner violence, sexual violence, and hate/bias violence
- Exemplary skills and direct experience in staff management, leadership, and development
- Experience working with LGBTQ crime victims/survivors with intersecting identities, and knowledge of the many barriers they face in accessing services and support
- Excellent organizational abilities, initiative, and attention to detail
- Excellent communication skills, both oral and written
- Ability to create, facilitate and provide nationwide trainings' on LGBTQ inclusivity
- Completion of the Minnesota 40-hour sexual assault/advocacy training

Preferred Qualifications

- Educational or experiential background in law (i.e a JD degree OR knowledge and understanding of laws, policies, rules and regulations in regards to LGBTQ communities and victims of crime)
- Experience in financial management, grants, contracting, and budgeting
- Excellent facilitation and conflict resolution skills
- Positive work ethic, including willingness and ability to allow for a flexible schedule in regards to engaging in on-call after-work hours to respond to emergencies, provide backup support for counselors, and cover counseling shifts as necessary
- Two years of experience managing staff
- Ability to work individually in a self-directed manner and as part of a team
- Ability to promote teamwork among staff
- Willingness and ability to work with people of all ages from a variety of racial, cultural, and economic backgrounds with various lifestyles and sexual orientations

Anti-Racism Expectations

- Abide by and lead organization-wide efforts to incorporate anti-racism principles and cultural competency into all aspects of work
- Lead in developing and growing an anti-racist culture within the department
- Encourage staff participation/offer guidance in maintaining anti-racist practice to partner organizations
- Lead workplace and local community towards equity through open sharing of personal anti-racist ideologies and commitments
- Offer consideration towards racial inequity, injustice, and historical trauma when working with staff of color

Healthcare, vacation, and other benefits are offered to all full time employees. QTPOC strongly encouraged to apply.

To apply: Send resume, cover letter, a writing sample, and three references to jobs@outfront.org by Monday, September 30. Please use the phrase "AVP Director" in the subject line.