

Sexual Assault and Victim Services Director

HelpLine is seeking an energetic, self-motivated, and highly organized individual to oversee our rape crisis services across a 5 county service region (Delaware, Morrow, Crawford, Wyandot, and Union Counties) and lead a dynamic team of advocates. The Sexual Assault and Victim Services (SAVS) Director coordinates, leads, and implements strategic direction for our Sexual Assault Response Network (SARN) program, which provides 24/7 rape crisis services to sexual assault survivors and co-survivors through short/long-term advocacy, support groups/healing workshops, volunteer advocate program, SART (Sexual Assault Response Team) participation and leadership, community outreach, and community trainings. This position will lead efforts to establish, build, and strengthen current and new partnerships with community organizations and service providers to increase survivor access to coordinated services and to support the development and implementation of services and outreach across our region. The SAVS Director works closely with HelpLine's Crisis Services Department, which provides 24/7 hotline/textline support to sexual assault survivors and other crime victims, through offering consultation, training, and support to hotline specialists. This position will also provide on-call advocacy (in-person support for survivors presenting at local hospitals and law enforcement departments) and after-hours support, as needed. Our advocacy for sexual assault survivors and other crime victims is delivered through a trauma-informed, anti-oppression, survivor-centered framework. The SARN program has three offices across our five-county service region (Delaware, Mt. Gilead, Upper Sandusky); the primary office site for this position is located in Delaware; travel to and office coverage at all three offices is required. This full-time position is supervised by the Associate Director and is eligible for Alternative Work Arrangements (hybrid).

RESPONSIBILITIES

- + Lead and oversee the strategic direction and implementation of our rape crisis intervention program (SARN) in our 5 county service area
- + Oversee the development, implementation, and evaluation of SARN strategic goals and objectives based on regional need and resources
- + Provide direct supervision to the SARN Program Manager and leadership to the SARN team, comprised of four staff positions
- + Drive cultivation of and maintenance of community partnerships and MOU development with SART and other community partners to increase referrals, collaboration, and coordinated service delivery
- + Plan, develop, and evaluate SARN intervention programs in all five counties based on needs assessments
- + Monitor trends in rape crisis and victim services intervention approaches to inform programming
- + Lead regional initiatives to build partnerships and improve access, address gaps, and foster coordination of victims' services through our North Central Crime Victim's Regional Group, which convenes victim services providers from a 7 county region in north central Ohio
- + Provide consultation and support to Hotline staff around supporting sexual assault survivors and other crime victims
- + Provide leadership, support, and ensure SARN team representation at community meetings for coordination of services and building partnerships across our region



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- + Ensure culturally inclusive programming that is trauma-informed and within an anti-oppression framework
- + Oversee and assist with rape crisis and victim services grants including completion of reports and tracking outcomes in collaboration with the Grants Manager, Associate Director, Fiscal Director, and/or Executive Director
- + Manage key grants for the program, maintain data for grant reporting requirements
- + Ensure rape crisis services meet Ohio Alliance to End Sexual Violence (OAESV) Core Standards
- + Provide oversight to rape crisis program strategic planning initiatives
- + Develop and monitor measurable intervention objectives and outcomes annually
- + Provide support and/or backup support for all program areas, including advocacy, volunteer training, community training, and community outreach events, as needed
- + Provide day-time on-call support to sexual assault survivors and after-hours on-call support as needed, a responsibility shared across all SAVS/SARN staff
- + Work with SARN Program Manager to train new SARN staff
- + Collaborate with Violence Prevention Program staff to coordinate anti-sexual violence outreach initiatives in our region
- + Actively participate in agency leadership meetings and initiatives
- + Other duties as assigned by the Associate Director.

REQUIRED QUALIFICATIONS

- + Bachelor's Degree required in Social Work, Social Services, or related field (Master's preferred)
- + 5 or more years of experience in the anti-sexual violence field or related experience
- + 3 or more years of direct supervisory experience
- + Demonstrated effective leadership experience and leading teams
- + Demonstrated ability to establish strong relationships with team members and build teams
- + Demonstrated knowledge and experience in the dynamics/best practices around sexual assault, intimate partner violence, family violence & child sexual abuse intervention as well as general crime victim services
- + Experienced working with sexual assault survivors or other crime victims
- + Demonstrated ability to develop and implement strategic program goals and outcomes
- + Knowledgeable of delivering sexual assault and/or other crime victim services through anti-oppression, culturally inclusive, and trauma-informed approaches
- + Experienced in building successful relationships and partnerships and navigating conversations with community partners to build collaboration and coordination of services
- + Experience in researching, understanding, and applying program and community data to inform programming
- + Demonstrated experience in grant writing, grants administration, and grant reporting
- + Experience with program development and program management
- + Demonstrated understanding and values around anti-oppression, cultural inclusion, and providing trauma-informed programming
- + Demonstrated ability to manage multiple tasks, make sound decisions, and exercise good judgment in the context of crisis services programming



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- + Demonstrated ability to effectively balance, manage, and prioritize multiple tasks/projects simultaneously and meet multiple deadlines
- + Highly organized and attentive to detail
- + Ability to work flexible hours (evening and weekend hours required, as needed)
- + Ability to pass Background Check and Motor Vehicle Registration check

Although not required the following skills/abilities are highly desirable:

- + Completion of 40-hour rape crisis training per OAESV Core Standards and/or other 40-hour crime victim services training
- + Registered Advocate credentials
- + LSW, LPC, LISW-S or LPCC professional licensure
- + Familiarity with North Central Ohio

WHY WORK FOR HELPLINE

HelpLine is a financially stable, longstanding (50+ years) non-profit providing a broad spectrum of social services to eight counties. We are committed to living our values and investing in our people. This means our benefits reflect equitable wages, culture of self-care, inclusive practices and access to growth opportunities:

- + Full-time exempt position with competitive salary with personal growth and professional development opportunities. Salary range \$66,500 - \$79,000
- + Outstanding total rewards package, which includes but not limited to:
 - o 100% employee health, life, dental and Long Term Disability (LTD) premium coverage
 - o Simple Individual Retirement Account (IRA) – annual 2% HelpLine contribution, no match requirement and vested at enrollment.
 - o Voluntary life insurance and other optional benefits are available.
 - o Employee assistance program
- + Alternative Work Arrangement eligible position (hybrid)
- + Earned vacation, sick and compensatory time.
- + Mileage reimbursement for all work-related travel.
- + We are committed to supporting our staff wellness through trauma-informed supports for staff, and secondary trauma support. NEW: we offer staff a subscription to HeadSpace which is a comprehensive online mindfulness and meditation platform
- + Self-care and wellness are valued by our agency and supported and promoted with consistency and accountability.
- + HelpLine values diversity, inclusion, and strives for a healthy work/life balance



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HOW TO APPLY

For full consideration, please submit a **complete application** consisting of a cover letter and resume to Lauren MacDade, Associate Director at lmacdade@helplinedelmor.org. Applications will be accepted until the position is filled.

ABOUT US

As the community's only comprehensive 24/7 resource, we are the go-to for supporting and empowering change. Our highly trained specialists offer compassionate support to anyone in crisis or in need of information, connecting people with the right community resources and empowering them to thrive. Our prevention programs promote and advocate for emotional health and wellness through addressing suicide and depression, sexual assault, child sexual abuse and family violence to influence change in our community. These programs are rooted in our relationships with local non-profits and agencies, giving us the connections and knowledge to get community members the support, education and volunteer opportunities they're looking for. For more information, visit helplinedelmor.org.

HelpLine provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, religion, age, sex, sexual orientation, disability status, gender identity or any other characteristic protected by federal, state or local laws.