API Chaya

Job Opening – DV/SA Survivor Advocate

**Job Title:**  Domestic Violence/Sexual Assault Advocate  
*Bilingual/Multilingual in Samoan, Tongan, or other languages from the Pacific Islands*

**Job Classification:**  0.57 FTE (20 hours/week)  
**Position Reports To:**  Gender Based Violence Program Manager (Direct Services)

API Chaya empowers survivors of gender-based violence and human trafficking to gain safety, connection, and wellness. We build power by educating and mobilizing South Asian, Asian, Pacific Islander, and all immigrant communities to end exploitation, creating a world where all people can heal and thrive. This work is done through organizing our communities to end violence and oppression, as well as through support services for survivors. We work in diverse communities, including immigrants and refugees, young people, LGBTQ, faith-based, and various ethnic and cultural groups and people with disabilities.

**API Chaya is seeking a Domestic Violence/Sexual Assault Survivor Advocate** who will work within API Chaya’s DV/SA Program to provide intensive case management and crisis intervention to survivors of domestic violence and sexual assault. The Advocate should excel at survivor-centered advocacy, managing competing priorities, and facilitating access to services for clients as well as building relationships within and communicating effectively with diverse communities and partners.

This position requires thorough knowledge and understanding of a human rights based approach to survivor advocacy and a strengths-based approach in serving participants. The Advocate should have demonstrated experience in case management skills such as: empowerment based advocacy, harm reduction, professional boundaries, and self-care.

A successful candidate should adhere to API Chaya’s client confidentiality policy, enjoy working collaboratively within a diverse team, and have an expressed interest in providing individualized, long-term services to survivors. The candidate should embrace API Chaya’s values and possess a thorough understanding of how domestic violence and sexual assault occurs within a complex web of power dynamics and privilege and oppression.

This position is based in Seattle, WA but requires some work and travel throughout the Puget Sound area to provide services to survivors and engage with communities.

Our office is wheelchair-accessible, and we aim to have a scent-free space. We also provide interpretation and/or CART for Deaf & hard of hearing folks. We welcome employees to bring their full selves to work and strive to make our office as accessible as possible.
ESSENTIAL JOB DUTIES:

Advocacy and Case Management

- Provide culturally relevant, linguistically appropriate, professional, and survivor-centered case management for survivors of domestic violence and sexual assault
- Answer Helpline calls from survivors, family and friends of survivors, and other service providers
- Conduct initial screening and assessment to determine eligibility for API Chaya’s advocacy program
- Manage initial intake crisis management, including safety and service planning
- Provide customized, ongoing case management, which may include: client accompaniment, advocacy, advocacy based counseling, information and referrals to community service providers (health, mental health, employment, legal, education, etc.) or law enforcement, etc.
- Assess the need for and distribute emergency funds and resources to clients
- Collaborate with governmental and nongovernmental partners to provide participant with services in a way that protects their confidentiality and rights
- Identify barriers to services and advocate for higher quality of services with external service organizations including advocating for culturally and linguistically appropriate and trauma-informed services
- Assist participants in developing skills to increase self sufficiency
- Support participants to build professional and social networks to reduce isolation

Reporting and Team Collaboration

- Organize, support and co-facilitate our survivor leadership groups, psycho-educational workshops, and survivor gatherings and support groups
- Maintain accurate and up-to-date case records, databases, detailed statistics, and funder reports
- Complete relevant documentation and reporting of program activities, including monthly reports and assistance with grant reporting
- Participate in regular Survivor Services meetings, one-on-one supervision meetings, regular Domestic Violence/Survivor Services Advocacy Team meetings, and agency staff meetings
- Prepare and distribute materials, cultivate and maintain relationships and occasionally conduct trainings for relevant service providers, ally organizations and community members
- Work with API Chaya's Leadership Team to formulate annual Domestic Violence/Sexual Assault Advocacy Program goals
- Assist in recruiting, training, and supervising volunteers/interns involved in direct service work
- Other duties as assigned by supervisor. The advocacy team works together to ensure high-quality services for all clients.
REQUIREMENTS

- Understands and supports API Chaya’s mission, vision and values and commitment to incorporate such values in day-to-day work
- Fluency in at least one language of the Pacific Island region
- Experience in or deep familiarity with immigrant and refugee communities, particularly Pacific Islander communities
- Have an understanding of how the dynamics of domestic and sexual abuse/violence and/or human trafficking play out within immigrant and refugee communities
- Experience and comfort working with people of diverse ethnic, religious, national, class, disabilities, and cultural backgrounds as well as people of all gender identities and sexualities.
- Experience managing crisis situations with professionalism, empathy and discernment
- Detail-oriented and focused team-player with superb organizational and communication skills.
- Excellent critical thinking skills and works from a needs based, problem-solving approach to address complex situations.
- Proactively seeks support from coworkers and supervisors to address challenges
- Practice using necessary interpersonal skills, including active listening and reflective conversation.
- Highly organized and has experience documenting work, accounting for expenses, and submitting reports on time
- Ability to maintain a positive, cooperative, and professional demeanor with participants, partner organizations, volunteers/interns, staff/board, donors, consultants, and members of the public.
- Basic proficiency in using standard office software and tools
- Be able to be mobile and flexible as needed, about an average of 200 miles of driving/off site meeting each month
- Eligible to work in the United States
- Availability to work flexible hours, including some evening and weekend hours

DESIRED QUALIFICATIONS

- Enjoyment and experience working in collaborative workplace environment
- Experience with advocacy-based counseling and/or other empowerment-based models.
- Experience working with law enforcement, probation, DSHS, and other government agencies
- Familiarity with local, regional and state laws, organizations, coalitions, policies and practices regarding domestic violence, sexual assault and human trafficking.
- Knowledge of and a deep demonstrated commitment to working against domestic violence, sexual assault, human trafficking, trauma, victimization and gender-based violence.
- Demonstrated sensitivity to and knowledge of issues involved in working with diverse populations and/or with individuals who have limited English proficiency.
- Experience and/or enthusiasm doing public speaking about our core areas of work, including oppression, domestic violence, sexual assault, natural helper training, transformative justice, disability justice, LGBTQ+ wellbeing, reproductive justice and other topics. Willingness to learn and engage with new material as requested.
- Multilingual in English, Spanish and other South Asian, Asian, or Pacific Islander languages.
COMPENSATION
Based on experience, full time (1.0 FTE) compensation for this position ranges from $55,695 - $68,072. At the .57 FTE, the range is $31,726 - $38,801.

Generous personal leave and benefits package including paid vacation, personal holidays, self-care days, sick leave, and health insurance.

TO APPLY
We would like to fill the position as soon as possible and it will remain open until filled. Priority will be given to individuals who apply by February 21, 2020. Please send a chronological resume and cover letter explaining: (1) What experience, skills, and personal characteristics qualify you for this position; (2) Why the mission and work of API Chaya appeals to you; and (3) Why this position at API Chaya is the desired next step in your career.

Please submit your resume and cover letter to hr@apichaya.org with the subject “PI Survivor Advocate Application” in the subject line. Incomplete applications will not be considered. No phone calls, please.

API Chaya is an equal opportunity employer and does not discriminate on the basis of race, disability, ethnicity, age, religion, gender identity, or sexual orientation. We welcome you to bring your full selves to the interview process. Survivors of sexual assault, domestic violence, and/or human trafficking encouraged to apply.