

## Position Announcement

**Title:** Housing Empowerment Advocate

**Specialty:** Survivor housing advocacy & education

**Program:** *Housing Empowerment for Sexual Assault Survivors* Project (this is part of SARC's Case Management services)

**Hours:** Non-exempt (hourly), full-time, 40 hours (1 FTE) per week

**Supervisor:** Director of Program Operations and/or Executive Director

**Compensation:** Starting at \$21.20/hour

- There is a +5% pay differential if candidate identifies as Latinx/e and/or BIPoC, and is fluently bilingual in Spanish and English

### Benefits Package includes:

- Medical, dental, vision, life, and long-term disability benefit premiums paid for by SARC for the employee only, and available for family with premiums paid for by the employee.
- Federal Spending Account (FSA) for dependent care and medical.
- Generous vacation and wellness leave policies.
- Flexible schedule, including hybrid option.
- Two (2) weeks' vacation earned per year during the first 5 years of employment; and
- Eight (8) additional paid "floating holidays" per year to further support the employee's cultural, faith and other beliefs.

*This is a permanent position, however, note that SARC is a non-profit organization funded by grants and/or private donations, and therefore all positions are dependent on funding resources available.*

**COVID-19 Vaccination is required for this position with SARC, per Oregon mandate.**

### Position Summary:

The Sexual Assault Resource Center (SARC) of Oregon is seeking a Housing Empowerment Advocate (HEA) specializing in working with survivors of sexual assault who are experiencing housing insecurity. The HEA implements SARC's *Housing Empowerment for Sexual Assault Survivors* Project, modeled after an evidence-based housing advocacy program for survivors of gender-based violence.

The HEA provides confidential emotional support, advocacy, and support through systems, as well as referrals to resources for people impacted by sexual violence that go to support long-term, sustainable, and safe housing. The HEA also actively supports and leads community outreach, housing-related educational groups, and community partnership development and collaboration related to sustainable housing. The HEA should have a deep understanding of trauma-informed advocacy and response to people who have experienced sexual violence and possess a skill for self-driven work and complex thinking strategies. This position will



occasionally support the 24-Hour Services program with as needed answering of the Support & Resource Line and hospital accompaniment with survivors. No supervisory responsibilities are assigned with this role.

There is an additional 5% differential pay offered to candidates with lived experience as part of the Latinx/e and/or BIPoC communities and who are fluent in Spanish and English.

*All persons of every race, ethnic background, spiritual belief, economic status, gender identity, sexual orientation, age or personal ability, are equally affirmed into membership, leadership and employment at the Sexual Assault Resource Center, and are joyfully welcomed.*

### **Essential Responsibilities:**

*(Additional duties may be assigned as a part of the formal job description).*

- Provide strengths-based, flexible, survivor-driven, trauma-informed, and culturally responsive housing advocacy (including mobile, in office, and/or virtual approaches);
- Maintain strong professional and personal boundaries.
- Provide administrative support for survivors toward locating and obtaining various long-term housing solutions that meet unique survivor needs towards long-term financial sustainability for safe and sustainable housing.
- Build and cultivate meaningful relationships with landlords and property management agencies and community partner organizations in the Portland Metro area to support survivors.
- Support survivors in developing a long-term, goal-based housing plan with assistance in supporting intermediate needs for achievement of survivor-led and developed long-term objectives, including with Section 8 programs and Fair Housing regulations to ensure compliance on behalf of the survivor client.
- Lead (and/or co-host with a relevant community partner organization) periodic information and/or educational groups for survivors of sexual assault on issues related to sustainable housing. *Example topics include* financial stability and/or budgeting, tenant rights, employment laws, childcare options, accessing and or completing various applications for support (i.e., disability, immigration, etc.), and employment interviews.
- Conduct low-barrier evaluation for survivor client eligibility of housing assistance services and/or financial assistance through the client intake process; distribute housing-related financial assistance, based on fund availability and in conjunction with SARC policy and funder requirements.
- Regularly participate in community collaboratives that support sustainable housing-related resources.
- Support the 24-Hour Services program in filling shifts for direct service, in-person crisis response and/or support by phone/text/chat activities to survivors at hospitals, law enforcement agencies, the Family Justice Center of Washington County, and other people impacted by sexual violence.
- Actively participate in SARC's equity, inclusion, and anti-racism efforts and support all staff to continuously pursue its mission through anti-oppression approaches.

### **Requirements for the position:**

- Be a **non-mandatory reporter**, per Oregon state code, in any capacity of their lives (i.e., through employment, licensure, foster care services, or other).
- Be a non-Title IX responsible party/reporter.
- Possess a philosophy compatible with SARC's mission statement, organizational values, and commitment to anti-oppression work and eliminating sexual violence;
- Have demonstrated leadership and self-direction/self-management skills; ability to work collaboratively as well as independently.
- Ability to maintain confidentiality.
- Ability to work collaboratively with coworkers, as well as other non-profit community-based partner organizations and systems-based agencies (i.e., law enforcement, courts, DHS, etc).
- Successfully clear a thorough background check, including FBI fingerprinting.
- Hold a valid driver's license, maintain reliable transportation, and live within the Portland, Oregon metro area.

### **PREFERRED Additional Qualifications and/or Experience:**

- Well-organized, self-driven and complex thinking skills
- Excellent verbal and written communication skills.
- Previous experience in housing-related advocacy and/or case management
- Experience with Section 8 programs and Fair Housing regulations.
- Multi-lingual fluency, with a preference for fluency in Spanish and English
- People who have lived experience within historically oppressed communities, such as LGBTQ2IA, BIPOC, people with disabilities.
- Strong computer technology skills, including Microsoft Access, Excel, Outlook, and Word, and graphic design programs such as Canva. Ability to learn new technology systems and implement within scope of duties.
- Bachelor's degree in social work, public health, sociology, psychology, gender studies, community health, or related field preferred; Work and/or Lived experience considered in lieu of education.
- Basic understanding of theoretical frameworks that support a housing-first programmatic model.
- Direct victim/survivor services experience in gender-based violence (DV/SA) field
- Experience in training, public speaking and/or facilitation skills.

### **Work Environment, Physical Demands & Travel Requirements**

- The general work environment for this position is a typical office environment.
- Due to a statewide Oregon mandate, this position requires employees to be fully vaccinated for COVID-19. However, reasonable accommodations for employees who, because of disability or a sincerely held religious belief, practice, or observance, may be made.

- The physical demands for this position require the employee to use computers, mobile phones, and sitting/standing in an office environment. This role requires the ability to speak and hear.
- This position requires the employee to live within the Portland-metro area.
- This position requires the employee to have reliable transportation to/from work-related duties, as required.
- Travel is occasionally required for this position; required travel in the Portland metro area for capacity-building training to support the organization, or to support a client. Expected travel is 5-10% of the time.
- This position requires the employee to office on-site at SARC's main office location in Beaverton, Oregon approximately 2 days per week. Other workdays may be hybrid, virtual, or flexible as the case load allows and in coordination with the employee's supervisor.

## About SARC:

### Who We Are

*The Sexual Assault Resource Center (SARC) promotes social justice by eliminating sexual violence in our community through education, support, and advocacy.*

*Our philosophical approach begins with the recognition that sexual assault can and does happen to anyone. However, members of historically marginalized communities are more likely to be impacted by sexual violence and more likely to experience barriers to accessing services and seeking justice. SARC strives to be culturally responsive and to be intentional in our efforts to support communities disproportionately impacted by sexual violence.*

*We also understand that identities are intersectional, and oppressions are interlinked. To serve more fully those who have experienced sexual violence and to ultimately live into our mission to eliminate sexual violence in our communities, SARC recognizes that we must also work to address, challenge, and resist other forms of violence and oppression in everything that we do.*

### To Apply:

Please email your cover letter and resume to [careers@sarcoregon.org](mailto:careers@sarcoregon.org)