



## **CHILDREN'S ADVOCACY CENTER**

### **Child Trauma Therapist**

The Children's Advocacy Center of Jackson County (CACJC) is committed to a culture of civility, respect, and inclusivity. We are an equal opportunity employer actively seeking to recruit and retain members of historically underrepresented groups and others who demonstrate the ability to help us achieve our vision of a diverse and inclusive community.

**SUPERVISED BY:** Therapy Director

#### **BASIC FUNCTION:**

Provide mental health clinical assessment, diagnosis, and treatment of children who have experienced abuse and support for their non-offending families. Participate in Children's Advocacy Center training and collaboration with other agencies in responding to child abuse reports.

#### **REQUIREMENTS:**

- Master's Degree in mental health related field and a professional license in social work, marriage and family therapy, or professional counselor. If not licensed, is receiving supervision toward licensure.
- Preferred to have at least five years' experience in a mental health setting dealing with individual, family, and group therapy for a range of child abuse and neglect issues, including domestic violence, physical and sexual abuse, and/or drug endangerment.
- Thorough knowledge of the principles and practices of mental health diagnosis, treatment planning, and effective treatment modalities.
- Completion of online Trauma Focused Cognitive Behavior Therapy 2.0 or ability to complete training within 30 days of hire date.
- Ability to cooperatively work with families, law enforcement, other agency personnel, and community partners.
- Bilingual preferred (English/Spanish).

#### **RESPONSIBILITIES:**

- Establish and maintain appropriate therapeutic relationships with child clients and their family members and caregivers.
- Provide mental health intake and assessments of CACJC clients.
- Develop treatment plans and provide individual, family, and/or group therapy to the clients of the CACJC.
- Fulfill all clinical record keeping requirements.
- Provide guidelines to other staff regarding appropriate communications with client families.
- Maintain high ethical standards regarding treatment and client confidentiality and adhere to policies and procedures relating to safeguarding client information.
- Maintain professional communication and case coordination with all social service agencies and community resources involved.
- Attend weekly Multidisciplinary Team (MDT) Review meetings, provide consultation on case staffing when appropriate, and provide consulting services for MDT members on individual cases as requested.
- Provide court testimony and expert witness testimony when requested.
- Attend meetings of community committees and work groups regarding child abuse prevention and treatment and help coordinate services to better serve victims and their families as requested by Therapy Director.

- Report to and consult with Therapy Director on a regular basis. Report to Therapy Director concerns related to agency services; appraise and interpret ongoing therapy program operations and needs; report issues to Therapy Director as they arise.
- Observe all agency policies and procedures.
- Participate in CACJC trainings and attend trainings/conferences as directed by the Therapy Director.
- Maintain cooperative relationships with all agencies providing advocacy for child abuse victims within Jackson County and the Region.
- Promote the CACJC program in a positive manner to clients, staff, volunteers, and the community.
- Maintain a positive professional image at all times.
- Encourage teamwork through cooperative interaction with clients, staff, volunteers, and Board members.
- Perform other duties as requested by Therapy Director or Executive Director.

**COMMUNITY OUTREACH:**

- Serve on community task forces and committees as assigned.
- Participate in community child abuse awareness and prevention activities as requested by Therapy Director.

I understand that this a 1.0 FTE position, based on 40 hours per week. Benefits allowed as per personnel policies are based on 1.0 FTE.

I understand that there is an initial six-month probation period from hire date, with review by Executive Director and Personnel Committee at the end of six months.

I have reviewed and understand the above-described functions and conditions of employment with the CACJC.

This job description is not an employment contract. Oregon is an at-will employment state.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Printed Name



## **CHILDREN'S ADVOCACY CENTER OF JACKSON COUNTY**

### **Community Engagement Director**

The Children's Advocacy Center of Jackson County (CACJC) is committed to a culture of civility, respect, and inclusivity. We are an equal opportunity employer actively seeking to recruit and retain members of historically underrepresented groups and others who demonstrate the ability to help us achieve our vision of a diverse and inclusive community.

**POSITION GOAL:** To work with the Executive Director and Board members of the CACJC on a variety of tasks to ensure adequate funding for the agency, a positive image in the community, and ongoing resources for growth and development of services to clients and community members.

**SUPERVISOR:** Executive Director

#### **QUALIFICATIONS:**

- BA/BS or equivalent experience in a Development Position or in a related field.
- Proven ability to develop and successfully implement fund development plans.
- Proven ability to secure funds through a variety of channels, including donors, foundation and government grants, corporate sponsorships, and fundraising events.
- Ability to write complex grant proposals, create project budgets, and write reports on funded grants.
- Strong oral and written communication skills.
- Proficiency in the use of all relevant computer programs.
- Ability to work both individually and as a member of a team on all initiatives related to development.
- Proven ability to create and sustain positive relationships with staff, Board and Advisory Council members, volunteers, donors, and community members.
- Demonstrated ability to represent the agency in the community in a professional and positive manner.
- Proven skills in project management and financial oversight.

#### **POSITION FUNCTIONS:**

##### **DEVELOPMENT AND FUNDRAISING**

- Create and implement an annual fund development plan, working closely with the Executive Director and Development Committee of the Board of Directors, and evaluate the results annually.
- Lead or assist in all fundraising initiatives including fundraising events and donor campaigns.
- Research potential funding sources, including government grants, foundation grants, civic organization grants and donations, and corporate donations and sponsorships, and create an annual foundation proposal plan.
- Write grant proposals and reports to a variety of funding sources, ensuring to meet all deadlines, guidelines, and protocols.
- Create project budgets for grant proposals and assist in the creation of the annual agency budget.
- Assure that all grants and donations are tracked and that donors are thanked in a timely manner.
- Create and sustain ongoing positive relationships with existing and potential new donors and work with the Executive Director and Board members in donor cultivation and appreciation events.

## BOARD INVOLVEMENT

- Attend all meeting of the Development Committee, Finance Committee and Board meetings as requested by the Board.
- When needed, serve as chair of the Development Committee and lead development initiatives of the committee.
- Work collaboratively with the Board of Directors and Executive Director on fundraising events and campaigns.
- Create monthly reports for the Board of Directors.

## COMMUNITY RELATIONS

- Work with the Executive Director on public relations projects including the creation of written materials, media campaigns, and social media initiatives.
- Make public presentations as needed to funders and community members.
- Oversee fundraising initiatives of community businesses and individuals which are offered to benefit the agency.
- Train and supervise volunteers and pertinent staff members in development activities.
- Create and sustain positive relationships with the media, partner agencies, foundations, government agencies, and other community members.
- Manage website and social media contracts.

## OTHER RESPONSIBILITIES

- Meet regularly with the Executive Director and handle other duties as prioritized by the Director.
- Supervise and manage the Protect Our Children program
- Supervise the Community Engagement Specialist.
- Observe all agency policies and procedures.
- Attend trainings and conferences as pre-approved by the Executive Director.
- Maintain cooperative and respectful relationships with other agencies which provide services to children and collaborate with the CACJC.
- Promote the CACJC in a positive manner to donors, clients, employees, volunteers and the community.
- Maintain a positive, professional image at all times.
- Encourage teamwork through cooperation.
- Provide project management and oversight to grant funded projects.
- All other tasks assigned.

I understand that this a 1.0 FTE position, based on 40 hours per week. Benefits allowed as per personnel policies are based on 1.0 FTE.

I understand that there is an initial six-month probation period from hire date, with review by Executive Director and Personnel Committee at the end of six months.

I have reviewed and understand the above-described functions and conditions of employment with the CACJC.

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Signature

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Date

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Printed Name



## Position Advertisement: Forensic Interviewer

KIDS Center Forensic Interviewers embody the mission of making life better for others through their compassion and commitment to this work. They do so by working together with state child welfare workers, law enforcement, medical providers, and other social service agencies to create a supportive response to child abuse through a multi-disciplinary team approach. This position is responsible for gathering caregiver history from families and conducting video-recorded forensic interviews of children (primarily aged 4 – 17). The information collected will be synthesized in a written report. If you see yourself as a Child Forensic Interviewer, we invite you to apply for this opportunity. This position is based in Bend, Oregon and serves Deschutes, Crook, Jefferson, Sherman, Wheeler, and Harney counties.

### Essential Functions

- Network with law enforcement and child protective agencies through contact with agency personnel.
- Conduct sensitive, thorough, and forensically sound interviews to obtain relevant information about allegations of abuse.
- Obtain information in a forensically sound neutral manner in compliance with the State of Oregon Forensic Interviewing Guidelines and other legal requirements for evidence.
- Conduct post-evaluation debrief sessions with parents/caregivers. Provide pertinent educational materials to families and make recommendations for referrals to appropriate community services.
- Collaborate with members of the KIDS Center Evaluation Team to support case staffing.
- Compose reports with pertinent information gathered from caregivers during the social history and from the child during the interview.
- Testify in court as to the results of the interviews with a child. Be thoroughly prepared to testify before Grand Jury and other court matter as requested.
- Promote community awareness of child abuse issues through educational trainings.
- Participate in regular peer reviews.
- Participate in Multi-Disciplinary team meetings.
- Conduct regional program trainings and/or participate in public speaking engagements related to forensic interviewing and KIDS Center as requested.

### To Be Considered You Must Have

- Bachelor's degree in social work or related field.
- Five (5) years of direct experience.
- Ability to relate to children and adults of all ages, races, ethnicities, and socio-economic backgrounds as well as professionals across multiple disciplines and individuals in crisis situations.
- Comfortable with technology, including video recording equipment.
- Excellent typing, verbal, and written communication skills.
- Demonstrated ability to function on a team effectively.
- Demonstrated ability to produce legible, accurate, and timely written reports.
- Capacity for empathy.
- Ability to self-direct.

### These Are A Plus

- Master's degree in a related field.
- LCSW, CSWA, LPC
- Bilingual in Spanish.

We are looking for someone excited about becoming a part of the work we do at KIDS Center. If you believe that's you, please send a resume and cover letter explaining why KIDS Center would be a fit to [hrinfo@kidscenter.org](mailto:hrinfo@kidscenter.org). Pay is \$30.00/hour.

KIDS Center provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, sex, national origin (including limited English proficiency), age, gender identity, sexual orientation, disability, or genetics. In addition to federal law requirements, KIDS Center complies with applicable state and local laws governing nondiscrimination in employment in every location in which the organization has facilities. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.



## Position Advertisement: Forensic Interviewer

KIDS Center expressly prohibits any form of workplace harassment based on race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, genetic information, disability, or veteran status. Improper interference with the ability of KIDS Center employees to perform their job duties may result in discipline up to and including discharge. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions of the position. A state of Oregon criminal background check and a Department of Human Services Child Welfare background check is required for employment at KIDS Center.

Position Announcement:

# Executive Director



**KIDS FIRST**

*a children's advocacy center*



## About Us

Kids FIRST is an accredited Children's Advocacy Center with a mission of providing intervention and advocacy for children who are victims of, or witnesses to, crime. Children are referred to us directly by our community partners including law enforcement, DHS Child Welfare and medical professionals. We provide a warm, child-focused setting where children can receive support, be forensically interviewed, receive a medical exam, and if necessary, testify, all under one roof, reducing the number of times a child has to talk about what happened to them.

**We are not just a Children's Advocacy Center; we're a pillar of support for children and families impacted by abuse.** Since 1994, we've provided comprehensive intervention and advocacy services. With an annual budget exceeding \$3 million and 25 staff, our dynamic team of professionals includes medical experts, advocates, and forensic interviewers and serves 600-700 families each year across Lane County. Recognized consistently as one of Oregon's Best 100 Nonprofits to Work For, we are committed to excellence in everything we do.

## The Opportunity

We are seeking a **strategic and visionary leader** who is deeply passionate about child safety and well-being. You will join a team of committed professionals who have built a cohesive and supportive environment in which to do challenging and rewarding work.

Kids FIRST's new Executive Director should have a proven track record that shows the ability to manage and lead a complex, multidisciplinary nonprofit organization, with strong skills in leadership, strategic planning, fundraising, and financial management. Cultivating a positive work culture that values teamwork, diverse perspectives, and professional growth is critical to success in this role. You should be a person who thrives on being out in the community, building relationships and partnerships that advance our work, and raising awareness of the importance of our mission.

Kids FIRST has grown rapidly over the past five years, tripling our annual budget and expanding our staff and services. This is an exciting time to work closely with the board of directors and staff to develop our next five-year strategic plan and help determine our areas of future growth. Looking forward, our next ED also will play a lead role in ensuring that we have the systems and capacity to support service excellence. **If leading a dynamic organization that provides essential services to vulnerable children in a well-respected organization is the kind of challenge you are seeking, please consider applying.**

### Salary

\$120,000 - \$140,000  
annually DOE, plus  
excellent benefits

### Status

Regular, full time,  
exempt position

### Location

Eugene, Oregon  
(in person)

# The Ideal Candidate – Experience and Capacities

Kids FIRST is seeking an Executive Director with the following profile:

**Mission-Driven Leadership.** Passionately committed to the Kids FIRST mission. Ability to inspire and mobilize others around a unified vision and strategy. Strong emotional intelligence, compassion, humility, and humor. A leadership style of openness, transparency, and mutually supportive relationships, recognizing and appreciating the high-level skills of our professional staff.

**Nonprofit and Organizational Management Experience.** Ability to oversee all aspects of a complex nonprofit organization, including healthcare compliance (HIPAA), contractual obligations, and legal requirements, with the strategic mindset, financial/analytical and people management skills needed to guide positive change and growth. Regularly models and promotes open and respectful communication. Continually finds ways to integrate and expand Kids FIRST diversity, equity, and inclusion lens. Works closely with and reports to a dynamic and highly professional board of directors.

**External Focus.** A skilled communicator who is energized to be the public face of Kids FIRST, prepared to be a compelling spokesperson, and able to nurture and build relationships in the community. Kids FIRST is proud of the strong relationships with our stakeholder groups including the Multidisciplinary Team, law enforcement, Oregon Child Abuse Solutions, DHS Child Welfare, and medical professionals. Experience is needed to raise the visibility of Kids FIRST and the importance of the services that we and our partners provide.

**Resource Development.** Demonstrated ability to raise funds, working in collaboration with the Development Director, including annual giving, major gifts, foundations, and corporate giving. Creativity and initiative needed to develop new and/or grow promising sources of revenue to support organizational priorities and sustainable growth.

**“Everyone has such grounding energy. Positive people bringing light to dark times.”**

-- from a parent of a child who visited Kids FIRST for a child abuse assessment

## To Apply

If this sounds like a position that is a fit for your skills, qualities, and hopes for a meaningful career, please submit the following by **Sunday, November 3, 2024**:

1. **A cover letter** that demonstrates how your experience and skills are a good fit for this position, and what about this opportunity resonates with you.
2. **A complete chronological resume.**
3. Also, please tell us **how you heard about this opportunity.**

Send your application **as a PDF** via email to: [KidsFIRST@pagetwopartners.com](mailto:KidsFIRST@pagetwopartners.com). We will acknowledge receipt of your application, and all inquiries will be handled confidentially.

For the Executive Director job description, visit: [kidsfirstcenter.net](http://kidsfirstcenter.net).

*We are most interested in finding the right candidate, and we know that background and experiences can vary. If you feel your skills and experience meet the above and would add value to our organization, we encourage you to apply!*





## SAFE HARBORS JOB DESCRIPTION



**POSITION:** Advocate

**OBJECTIVE:** Direct Service

**SCHEDULE:** Tues -F Regular business hours, 36 hours a week plus some evenings and weekend on callshifts.

**WAGE:** \$19 - \$23/hr DOE & benefits package, generous PTO policy

### **Role Summary:**

Advocates provide support and resources for survivors of domestic violence, sexual assault, and stalking through a variety of processes. This includes assisting victims of violent DV/SA/ST crimes in criminal cases, assisting clients seeking civil protection orders, helping to empower clients with self-advocacy, assisting clients with safety planning, emotional support (group & individual) and assisting with resource referral. This role will include 1 day a week of co-located services through ODHS local offices.

### **DUTIES**

Responsibilities include but are not limited to:

#### **DIRECT SERVICE:**

1. Provide direct services to clients experiencing intimate partner violence, sexual assault, stalking and human trafficking survivors as needed: sheltering, food & clothing, crisis counseling, in-person crisis response, follow-up after crisis response, safety planning, transportation, emergency assistance, legal advocacy, mentoring, life skills education, and information and referrals.
2. Maintain emergency shelter in move-in ready condition. Assist in shelter resident case management. Lead client support groups
3. Answer office and hotline calls during regular business hours. Additional on-call hotline shifts are scheduled for one week/weekend per month.
4. Provide mobile advocacy to survivors working with partners throughout the community (medical or mental services, corrections, culturally specific services, schools, etc.) as requested.
5. Track data to provide statistical reports for grant compliance.
6. Assist in preparation of monthly and quarterly reports per grant requirements.
7. Continue to receive education and training as requested and required, including advanced legal skills, crisis intervention and sexual assault specific training.
8. Contribute to a successful team within the shared advocacy model and work from a team-based approach in conjunction with other advocates. Provide support and assist coworkers in response to fluctuations in workloads.
9. Network and advocate for survivors' needs with other community agencies.
- 10. Maintain confidentiality regarding clients, advocates, and staff information.**

#### **ADMINISTRATIVE:**

1. Keep accurate statistical records of services provided.
2. Provide assistance with grants and statistical reports, as required.

3. Develop and/or acquire resource materials.
4. Maintain office appearance and upkeep.

#### **COMMUNITY RELATIONS:**

1. Provide education to community members and partners as needed.
2. Model agency mission and philosophy.
3. Coordinate any public relations activities as needed.

#### **VOLUNTEERS:**

1. Supervise volunteers providing direct and support services.
2. Assist with volunteer recruitment, recognition and training in conjunction with the Volunteer Program Coordinator.

#### **OTHER DUTIES:**

1. Attend Safe Harbors staff and team meetings.
2. Attend additional educational opportunities, as needed or requested.
3. Assist with special projects or duties as assigned.

### **QUALIFICATIONS**

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

#### **EDUCATION and/or EXPERIENCE**

One to two years working in family or intimate partner violence, anti-oppression, child development or related social services experience and/or training; related bachelor's degree from four-year college or university; or **equivalent combination of education and experience.**

#### **LANGUAGE SKILLS**

Ability to write reports, business correspondence, and procedure manuals. Ability to effectively present information and respond to questions from groups of clients, volunteers, co-workers, collaborative agencies, and the general public.

#### **REASONING ABILITY**

Ability to solve complex problems, respond quickly in crisis and deal with a variety of concrete variables in situations where only limited standardization exists. Ability to interpret a variety of instructions furnished in writing, orally, or by diagram.

#### **PHYSICAL DEMANDS**

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. While performing the duties of this job, the employee is regularly required to talk or hear while communicating verbally with individuals in person or on the telephone. The

employee frequently is required to sit while doing peer counseling or taking hotline calls. The employee is occasionally required to stand; walk; use hands; reach with hands and arms; climb or balance; and stoop, kneel, or crouch. The employee must occasionally lift and/or move up to 50 pounds of equipment and/or supplies. Specific vision abilities required by this job for driving and computer work include: close vision, distance vision, peripheral vision, depth perception, and ability to adjust focus.

### **WORK ENVIRONMENT**

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. The noise level in the work environment is usually moderate, as exists in a typical business place with ringing phones, many people speaking at once, copiers, fax machines and printers.

### **WORKING CONDITIONS**

Involves exposure to violence, often including graphic descriptions of heinous crimes against children and adults. The employee will work occasional weekends or holidays due to the on call and first responder nature of the position.

### **INTERPERSONAL**

Ability to communicate professionally and effectively, act professionally and ethically at all times and maintain positive and productive working relationships with colleagues. Well organized, flexible, and able to function independently. Ability to maintain a non-judgmental attitude when working with others whose values and beliefs may be in contrast to the advocate's values and beliefs, maintain confidentiality, be able to function under stressful conditions, be able to work independently, consistently demonstrate effective listening skills and common sense. Tolerant of frequent interruptions. Must demonstrate a courteous, caring and understanding attitude towards clients, co-workers, visitors, other agencies' personnel, and volunteers.

### **PREREQUISITES**

1. Ability and desire to work with a broad range of people from diverse backgrounds and life experiences.
2. Flexibility and sense of humor.
3. Ability to organize program details.
4. Ability to work under stress and respond effectively to crisis situations.
5. Ability to demonstrate initiative and handle a diverse workload.
6. Good problem-solving skills.
7. Reliable, responsible, energetic.
8. Ability to practice and demonstrate good self-care to address job stress.
9. Proficiency on appropriate software and Internet.

### **REQUIRED FOR HIRE**

1. Complete Oregon Core Advocate 40-hour training immediately upon hiring.
2. Pass criminal background check, other background checks as required.
3. Sign binding confidentiality agreement.
4. Valid Oregon Driver's License.

***Safe Harbors provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, sex, gender, sexual orientation, national origin, age, (dis)ability or genetics. In addition to federal law requirements, Safe Harbors complies with applicable state and local laws governing nondiscrimination in employment in every location in which the organization has facilities.***

**We are committed to building an authentic and inclusive workforce that represents the communities we serve. People with various work histories and lived experiences are encouraged to apply. If this sounds like work you feel compelled to do, too, we invite you to explore employment opportunities with us!**

**To apply for this position please email your resume, and cover letter that includes responses to the questions below. SEND TO CASSY GRIGGS AT [director@wcsafeharbors.com](mailto:director@wcsafeharbors.com) TO APPLY.**

Please include a cover letter that answers the following questions and send it with your resume.

1. What is your understanding or definition of domestic and sexual violence and stalking?
2. Do you think everyone has equal opportunities in life? Why or why not?
3. What is your understanding of how abuse impacts people? What do you think a world without violence looks like?
4. What are some strategies that you might use to prevent burnout in a role with so much exposure to trauma?
5. Is there anything else you want to share about why this position is a good fit for you?