

**San Francisco Women Against Rape
Job Announcement
Survivor Advocate**

Title: Survivor Advocate
Full Time (40 hours/week)
Non-Exempt Position

Agency Summary

San Francisco Women Against Rape (SFWAR) is a community-based, anti-sexual assault, social justice organization. We provide support to sexual assault survivors, their families, and communities, and use education and community organizing as tools of prevention. We believe that ending all forms of oppression is integral to ending sexual assault and challenge oppression within our organization and communities. We are women of color-led and prioritize working with and for communities facing multiple forms of violence and oppression.

Position Summary

The Survivor Advocate provides a range of direct services to sexual assault survivors, their family members, and friends, including comprehensive coordinated medical, legal, and social service advocacy and accompaniment; conducting counseling intakes; providing individual counseling to clients; facilitation of support groups; support of volunteer rape crisis counselors; providing training and technical assistance to community professionals; participating in community outreach activities; and attending relevant community meetings/forums. The Survivor Advocate works closely with the Director of Advocacy & Counseling and the Administrator of Programs; the Survivor Advocate will be supervised by the Administrator of Programs. In addition, the Survivor Advocate participates in the SFWAR Direct Services Team. This position requires an ability to maintain strict confidentiality and approach systems advocacy with tact and diplomacy.

Responsibilities

- Facilitate sexual assault survivors' access to community resources, including legal services (both criminal & civil), medical care, housing, food, clothing, school programs, vocational opportunities or services, child care, providers to teach life skills, and relevant mental health services; assists client to build internal resources and make contact with external social support networks.
- Assist survivors in developing healing plans with measurable goals and objectives.
- Conduct client counseling intakes.
- Facilitate individual and group-counseling sessions.
- Maintain confidential survivor's file/information (including documentation of all encounters and contacts being made on behalf of the survivor).
- Maintain and report applicable statistics regarding programs and client services.

- Provide counseling on our 24-hour crisis line and medical advocacy/accompaniment on the SFWAR crisis line and in person at SFGH.
- Participate in group supervision of volunteer rape crisis counselors and support volunteers in developing and strengthening their skills.
- Participate in community outreach efforts to raise awareness of organizational direct services, special events, and other community initiatives.
- Attending relevant community meetings with partners (e.g. SF Sexual Assault Response Team).
- Maintain client confidentiality.
- Perform miscellaneous job-related duties as assigned.
- Responsible for own data entry and collation, typing, filing, and administrative activities.

Qualifications

- California Certified Sexual Assault Counselor.
- Experience conducting intakes, providing individual peer or clinical counseling, facilitating support groups and providing client advocacy services.
- Familiarity with San Francisco's criminal justice, medical, and social services systems.
- Understanding of the impact of sexual trauma, violence and oppression, and healing methods on individuals and communities.
- Ability to work independently as well as collaboratively within a team setting.
- Interest or prior experience in conducting individual/group counseling.
- Sensitivity towards/willingness to work directly with a diverse population of individuals affected by issues commonly associated with substance use and/or abuse and mental health issues.
- Effective verbal and written communication skills; strong team/consensus building skills.
- Ability to effectively resolve conflict and cope with crisis situations.
- Records maintenance skills.
- Fluency in MS Suite, Google workspace and CRM database
- Ability to recognize own healing needs and to access support needed.
- Bilingual (English and Spanish)

Commitment to:

- Individual and community healing from violence and oppression.
- Ongoing interpersonal and institutional anti-oppression work.
- Community-driven, culturally based program development.
- Creating a workplace that respects and affirms the cultural beliefs and practices of diverse communities.

Salary & Benefits:

- Salary: \$55,000-60,000/ year based on experience and RCC certification

- Employer-paid health and vision insurance; employer-paid life insurance and retirement; 50% employer-paid dental insurance.
- Annual paid leave for Full Time Employees: two weeks vacation for first year of employment; two weeks of sick leave; one week of mental health leave; 3 ½ days of flexible “holidays”.
- Stipend for bilingual staff.

To Apply: Please submit your cover letter and resume via email: ED@sfwar.org, Attention: Survivor Advocate Search. The position will remain open until filled. SFWAR is an equal opportunity employer.