

## **VAVP Director, Virginia Anti-Violence Project (VAVP)**

**[40 hours/week]**

**\$45,000-\$50,000**

VAVP provides direct support, advocacy, referrals, and information to Lesbian, Gay, Bisexual, Trans, and Queer/Questioning-identified individuals that have been impacted by violence. VAVP provides training and technical assistance to mainstream anti-violence service providers, healthcare professionals, and LGBTQ+ service providers, as well as the LGBTQ+ community and its allies as a whole. The trainings and assistance work to increase awareness, education, and successful program and policy implementation to respond to intimate partner violence, sexual violence, hate violence, state-sanctioned violence, stalking, bullying, and harassment--along with emphasizing the skills for healthy relationships and sexuality.

### **Description**

The Virginia Anti-Violence Project (VAVP) is seeking to hire a full-time Program Director. The Director will be responsible for the overall management of the organization and the supervision of all employees using a collaborative working style. On occasion they will be asked to give trainings and technical assistance. VAVP provides training and technical assistance to mainstream anti-violence service providers, healthcare professionals, and LGBTQ+ service providers, as well as the LGBTQ+ community and its allies as a whole. The director is also responsible for implementing overall vision and [values of the organization](#) with input and support by the other members of the staff, as well as growing the organization financially and through relationship building.

### **Responsibilities**

#### **Capacity Building**

- Has a solid Network and relationships in diverse LGBTQ+ communities
- Able to understand unjust systems and be able to hold clear political lines
- Has strong decision making skills, especially during crisis and high pressure situations
- Able to develop a long-term vision for the organization

#### **Fundraising**

- Responsible for seeking and maintaining a diverse mix of grassroots and grant funding
- Working with the board to prepare the budget

#### **Supervision**

- Able to supervise a staff of 5 employees with an open, trauma-informed, and collaborative working style
- Knowledge and understanding of working with and supervising folks across race, class, and education levels

#### **Administration**

- Help develop appropriate policies and protocols for service delivery and coordination
- Help maintain a welcoming environment and office culture at VAVP

- Able to run and help plan staff meetings, strategic planning, organizational meetings, and other VAVP events

### **Position Requirements**

- Experience with providing trainings, but extensive training will be offered
- Experience with individual advocacy as a volunteer, intern, or staff preferred, but extensive training will be offered
- At least a intermediate to expert knowledge of domestic and dating violence, sexual assault and sexual violence, and stalking; however, training will be offered
- Committed to the goals of the organization
- Background in LGBTQ+ community
- Commitment to justice for LGBTQ+ people and an end to violence
- Commitment to disrupting and ending white cis-supremacy as an integral part to do anti-violence work
- Effective communication skills and crisis intervention skills
- Solid organizational skills and time management skills
- Flexible schedule, some nights and weekends required
- Diverse fundraising and development skills including grassroots fundraising
- Strong collaborative leadership skills