



Announcement for Latinx & Indigenous Communities Specialist Position

Starting Salary:	\$42,000-\$45,000 DOE
Benefits:	Generous paid time off and holidays; 100% employer paid premiums for employee medical, dental, and vision insurance; flexible workplace
Work Status:	Full-Time; Exempt
Work Schedule:	Schedule may vary to meet job demands; some evenings and weekends are required; some overnight travel is required
Location:	Denver; telecommuting (within Colorado) will be considered
Reports to:	Director of Programs

The Colorado Coalition Against Sexual Assault (CCASA) is a statewide membership organization promoting safety, justice, and healing for survivors while working toward the elimination of sexual violence. Our membership includes over 100 sexual assault survivors, victim advocates, rape crisis centers, dual domestic violence and sexual assault programs, college and university campuses, law enforcement agencies, district attorney and judicial district offices, medical professionals, public health and government agencies, offender treatment programs, as well as other organizations and concerned individuals throughout Colorado. As a statewide coalition, CCASA supports our members, partners, and the broader community through training, technical assistance, information and referrals, educational materials, statewide systems change, and public policy education and advocacy.

The Latinx & Indigenous Communities Specialist is a new position that is responsible for conducting outreach, providing training and technical assistance, and developing resources related to working with Latinx & Indigenous populations as well as other marginalized populations.

Job Responsibilities:

Training and Technical Assistance

- Provide training and technical assistance to CCASA members and partners in order to assist service providers in strengthening their capacity to provide culturally relevant services that are reflective of the diverse populations they serve.
- Identify/research, develop, and compile resources on best practices for preventing and responding to sexual violence in diverse communities.
- Consult with national and state experts and technical assistance providers to ensure that best practice recommendations and training methods are utilized in developing trainings and resources.
- Work with other CCASA staff to implement efforts to strengthen sexual assault services for Latinx survivors, including supporting the Colorado Latinx Leadership Network.
- Liaise with Native American Tribes in Colorado and other Indigenous communities and service providers to identify needs and provide support to strengthen sexual assault services.

- Connect with and engage representatives of diverse communities in order to ensure that CCASA programs are informed by the perspectives of diverse communities and are culturally relevant.

Other Duties

- Serve as a primary responder to survivors and community members who contact CCASA with requests for information, referrals, and support.
- Track activities and complete required documentation, and assist with the preparation of grant reports.
- Identify other programmatic needs and possible strategies for meeting those needs, in consultation with the Director of Programs, Executive Director, and other staff.
- Assist with and participate in CCASA events, including the annual SAAM Kick-Off at the Capitol, Colorado Denim Day, and the Colorado Advocacy in Action Conference.
- Act as CCASA staff liaison on statewide committees, taskforces, and work groups, as assigned.
- Provide input on relevant program and project budgets, as requested.
- Staff CCASA committees, as needed.
- Contribute to CCASA's developing understanding and integration of culturally-relevant, empowerment, and strength-based strategies within an anti-oppression and social justice framework, including participating on at least one of the following: CCASA's Anti-Oppression Advisory Committee, the Aspiring White Allies Group, and/or the Communities of Color Alliance.
- Carry out all job tasks collaboratively and cooperatively.
- Perform other duties as assigned.

Required Qualifications:

- Minimum of 3 years related professional experience, preferably within a community-based sexual assault victim advocacy program setting.
- Bachelor's degree in a related field, such as criminal justice, ethnic studies, political science, social work, sociology, women's studies, or other closely related field. Related professional work experience may be substituted on a year-for-year basis for education.
- Knowledge of sexual violence dynamics.
- Experience working with Latinx and/or Indigenous communities.
- Experience working in rural communities.
- Commitment to grappling with the complexities of societal power and privilege in order to understand how multiple forms of oppression (racism, classism, heterosexism, ableism, etc.) intersect with CCASA's work to end sexual violence.
- Demonstrated success with implementing complex projects, including engaging and coordinating with other partners.
- Knowledge of training paradigms, modalities, and adult learning styles, and experience with developing and designing trainings.
- Experience with training/event/meeting planning and management.
- Experience and comfort with public speaking, providing training to diverse professionals, and facilitating meetings.
- Knowledge of training paradigms and modalities, and adult learning styles.
- Knowledge of distance learning forums and methodology.
- Experience and skills in technical writing and publications development.

- Proficiency with (or ability to learn) the technology necessary for the functions of the position, including demonstrated ability using Microsoft Word, Excel, and PowerPoint; web-based training platforms (preferably GoTo Webinar); and audio/visual equipment.
- Effective interpersonal communication skills.
- Detail-oriented and organized.
- Self-motivated and able to manage multiple priorities and deadlines.
- Comfort with working in a small, team-oriented environment.
- Enthusiasm about promoting the mission, vision, and values of CCASA.

Preferred Qualifications

- Bicultural and/or bilingual, particularly Spanish/Latinx and/or Indigenous.
- Experience working in and knowledge of victim service systems within Colorado.
- Experience working with a coalition or statewide organization.

Our ideal candidate will share our passion and commitment to believing and supporting survivors, holding perpetrators accountable, and taking action to end sexual assault in Colorado. We also expect that all members of our team recognize that sexual violence and oppression are intricately linked, and are dedicated to grappling with the complexities of societal power and privilege in order to create an inclusive movement to end sexual violence. Candidates must be able to recognize personal biases and address them productively, as well as communicate effectively with a wide range of individuals, groups, and organizations.

CCASA values diverse life experience and is an Equal Opportunity Employer. People of color, people with disabilities, and/or people who identify as LGBTQI are strongly encouraged to apply.

Application Instructions:

Please submit a cover letter, resume, and answers to supplemental questions (see below) as separate attachments to:

- Email: agueda@ccasa.org with "LICS Position" in subject line (*preferred*)
- Mail: CCASA, PO Box 40350, Denver, CO 80204
- Please follow these instructions to ensure review of your application.

Position open until filled. **Review of applications will begin October 1st.**

Instructions for Supplemental Questions: Briefly answer the following questions using no more than three (3) pages total, typed, 12pt Times New Roman font.

1. How do your knowledge, skills, and experience fit with the job responsibilities and requirements?
2. What are some unique challenges/barriers that Latinx and Indigenous survivors face and what are some ways of addressing or mitigating those challenges/barriers?
3. What are some ways in which a statewide coalition can effectively support local service providers, particularly those in rural and outlying communities?