



DIRECTOR OF ORGANIZING AND COMMUNITY ENGAGEMENT

Type of Position: Full-Time (40 hours/week), Exempt

Work Site: Hybrid – Waterbury, VT/Home Office

Supervisor: Deputy Director

Salary: Director Level Range. \$60,000 - \$90,000/annually. Starting salary budgeted for low/mid pay range.

Purpose: To engage communities and advance a vision for a violence-free future where all people thrive.

Outcomes:

1. The Vermont Network builds and continually grows our community of activists and grassroots supporters.
2. Vermonters are engaged and prepared to mobilize and take action in support of social change efforts that support the wellbeing of survivors and the pursuit of a violence-free Vermont.
3. Key audiences and constituencies are effectively engaged through communications strategies.

Strategies:

- Build and continually grow a constituency of supporters - including advocates, survivors, youth activists and interested citizens - using organizing principles to harness collective advocacy power.
- Create opportunities for Member Organizations, advocates, victim/survivors and allied Vermonters to build their organizing skills and policy advocacy capacity.
- Lead and grow the community prevention campaign, Uplift VT, including Business Uplift and new Uplift Initiatives.
- Co-lead Survivors Uplift to engage survivors of violence in making social change.
- Develop and manage grassroots field engagement strategies including developing internship opportunities and field organizing initiatives.
- Co-manage and implement the organization's digital media presence (website, video and social media) and multi-channel digital campaigns to engage constituencies and audiences.

- Develop and track organizing and digital engagement indicators to help shape organizing strategy.

Additional Activities:

- Manifest the core values of the organization – love, integrity, respect and boldness.
- Use the Network’s principles for Constructive Communication.
- Engage Member Organizations and the diverse voices of survivors to inform all activities.
- Represent the Vermont Network at statewide and national events or conferences as requested by the Deputy Director.
- Participate in organizational development activities.
- Participate in efforts to achieve organizational goals for addressing racism and the intersection of racism with other forms of oppression.

Qualifications:

- Any combination of experience and education equal to a Bachelors or a Masters Degree in human services or a related field *plus*;
- Minimum three to five years experience in campaigns or organizing;
- Knowledge of domestic and sexual violence and a demonstrated commitment to anti-oppression work, ending violence against women/girls and gender-based violence;
- Infectious enthusiasm for outreach and public-facing engagement;
- Commitment and enthusiasm to work within a team model to achieve organizational goals;
- Ability to work in a fast-paced and nimble change-based organizational;
- Excellent verbal and written communication skills;
- Excellent group facilitation skills.

The Vermont Network strives to build a diverse and inclusive community. We believe that in order to support survivors of gender-based violence, we as an organization must honor the cultures, beliefs, and values of those we serve, and foster an environment of mutual respect, acceptance and equal opportunity.

We are committed to building and maintaining a multi-cultural and diverse work environment which reflects diversity that exists among the people of Vermont.

The Vermont Network Against Domestic and Sexual Violence does not discriminate on the basis of race, gender, sexual orientation, religion, age, ability, or national origin.