



POSITION DESCRIPTION POLICY DIRECTOR

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 mid pay range.

Purpose: Create a state where public policy advocacy helps uproot the causes of violence so that all Vermonters thrive.

Outcomes:

1. Vermont's laws and public policies support the well-being of survivors, their families, and their communities.
2. Advocates, allies and survivor-activists are engaged, active and effectively impact policy and social change efforts to support the wellbeing of survivors and their communities.
3. Vermont's laws and public systems elevate and address the unique needs of marginalized communities and vulnerable Vermonters.

Strategies:

Policy/Advocacy

- In partnership with the Policy Team, develop and manage a long-term, agile, and responsive legislative and policy change agenda to uproot the causes of violence so that every Vermonter thrives.
- Work in partnership with Policy Team to coordinate legislative advocacy initiatives including: researching best practice policy that centers marginalized survivors, advancing proposals through the legislative process and ensuring effective implementation of public policy.
- Collaborate with allied social change organizations, across multiple disciplines and movements to ensure that legislation and public policy changes and proposals work to uproot the causes of violence.
- Engage Member Organizations, allies and others in the development of annual policy agenda and provide updates and engagement throughout the legislative session.
- Develop and manage a policy screening process for legislative or policy change initiatives.

- Build relationships and collaborative networks with legislators and policy leaders across Vermont.
- Liaise with contract lobbyist.
- Organize events related to advocacy and public policy including advocacy trainings and annual Legislative Advocacy Day.

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 five years experience in public policy;
- Knowledge of domestic and sexual violence and a demonstrated commitment to anti-oppression work and ending violence against women/girls and gender-based violence;
- Knowledge of state and federal government, legislative process and policy analysis;
- Impeccable relationship building skills;
- 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 our Member Organizations in their efforts to meet the needs of survivors and change the ways in which their communities think about and address domestic and sexual 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.