

Prevention, Education & Advocacy Services Director

Job Description

Title: Prevention, Education & Advocacy Services Director

Reports to: Chief Operating Officer

FLSA Status: Exempt

Wages: \$75,000

Job Type: Full-time

Location: El Cajon Office

CCS is an equal opportunity employer that strives to create an inclusive environment and a diverse workforce from all backgrounds, abilities, and cultures.

Note: Any offer of employment made by CCS is contingent upon providing CCS with valid, accurate, and truthful proof of COVID-19 vaccination. An applicant's conditional offer of employment will be rescinded if the applicant fails to provide proof of vaccination or does not have an approved exemption by the anticipated employment start date. An applicant may qualify for an exemption from the COVID-19 vaccination requirement if they are unable to receive any COVID-19 vaccine due to qualifying medical reasons or based on sincerely held religious beliefs, practices, or observances.

Summary: Oversees the effective development and implementation of strengths-based, community-responsive prevention and education programs, agency-wide trainings, and volunteer program development, recruitment, orientation, placement, and retention. Works with department staff, other CCS stakeholders, and funders to develop, implement, and evaluate best-practice prevention and outreach programs for youth and adults, in compliance with funder requirements and to fulfill community needs. Participates in grant-writing and other resource development activities for department sustainability and participates in agency-wide efforts such as strategic planning. Assists in building community partnerships/collaboration to help expand CCS outreach efforts and build possible funding streams. Hires, supervises, coaches, and evaluates the Volunteer Program Manager, Training Manager, and Prevention & Community Engagement Specialists.

Essential Functions:

- Achieve and maintain expertise in designing, implementing, and evaluating culturally humble, evidence-based, community-responsive prevention, education, and community engagement programs in the areas of sexual assault, intimate partner violence, consent, healthy relationships, and bystander engagement skill-building curricula.
- Evaluate prevention program effectiveness utilizing best practices and data-driven results.
- Oversee the implementation and evaluation of Crisis Intervention Training (CIT) and ongoing training for staff, volunteers, and interns in compliance with training regulations set by funders and California law.
- Ensure that CCS training incorporates didactic education, experiential activities, simulations, modeling, co-facilitation, live observation, and debriefing methods to engage visual, auditory, experiential, and cognitive learning styles.
- Oversee CCS' robust volunteer program ensuring strategic recruitment, engagement, and retention to support agency-wide needs. Oversee ongoing evaluation of volunteer program.
- Work in collaboration with other CCS departments to coordinate outreach services as needed.
- Responsible for solid management and administration of the Department to include best practices models, peer review, continuous improvement, contract management, staff development, staff efficiencies, reports, and fiscal responsibility. Complete and submit required documentation, including reports and administrative paperwork, in a timely manner.
- Work collaboratively on potential fee-for-services opportunities, including negotiation of terms and contracts, build relationships, and provide oversight to the staff trainers involved.

- In collaboration with CCS Development Department and CCS' Prevention, Education, and Advocacy Services staff will ensure a cohesive social media identity by researching and creating messages, tasks, and activities across all platforms that support prevention education, community engagement, funding efforts, volunteer recruitment strategies, outreach activities, and CCS' mission.
- Maintain client confidentiality by protecting client information and ensuring that appropriate paperwork is understood and completed by clients (e.g., consent for services forms and release of information forms when collaborating with other programs/entities). Adhere to agency policies and protocols related to the security of electronic client service records.
- Establish and maintain positive public relations to support, enrich and expand CCS prevention, training, and volunteer efforts, including fostering and sustaining mutually beneficial relationships/partnerships with schools, parent groups, universities, law enforcement, probation, government entities, businesses, media, funding sources, and community partners. Represent CCS in community meetings and events.
- Provide immediate assistance, telephonically or in person as necessary, after normal business hours to shelter, advocacy, and counseling staff, by participating in a regular rotation with program directors.
- Serve as on-site point of contact to field technology, supplies, and security, facility issues for ECO, as needed. Route to appropriate staff for resolution and oversee follow-up activities.
- Other duties as assigned.

Job Requirements:

Education:

- Bachelor's Degree in Health Education, Public Health, Social Work, or related lived experience.
- Completion of California State-approved Sexual Assault/Domestic Violence Crisis Intervention Training required (or must complete upon hiring)

Experience:

- A minimum of two years of skilled program oversight and effective staff management.
- A minimum of two years of experience facilitating and/or training in prevention-related topics on sexual assault, intimate partner violence, sexual health, and/or public health.
- A minimum of two years of experience in training groups, and group facilitation.
- Proven ability to work effectively with community partners on collaborative efforts.

Preferred Experience:

- Master's Degree in Health Education, Public Health, Social Work, or related field or equivalent combination of education and experience.
- Minimum one year experience implementing primary prevention.
- Minimum one year experience managing a volunteer program.
- Experience writing and managing grants and contracts.
- Experience developing curriculum.
- Oral and written fluency in English and Spanish

Core Competencies:

- Outstanding interpersonal and communication skills; demonstrated ability to effectively interact and partner with groups/individuals with variety of lived experiences and values
- Ability to be flexible and nimble in communication strategies and techniques to meet various communities' level understanding of relationship dynamics
- Excellent written and oral communication skills
- Computer proficiency with Microsoft Office Applications (Word, Excel, Outlook, Power point, Access)
- Organized and detail oriented with the ability to effectively multi-task, prioritize, and meet deadlines.
- Ability to maintain a proactive approach and execute all duties in their entirety.
- Proactively adapt to always changing requirements and duties.
- Ability to maintain confidentiality and respectful communication at all times.

**Working Environment:**

This job operates both in an office environment and in a community setting. Working conditions may include possible exposure to communicable diseases related to those typically found in social service setting. This position is classified as critical and essential under Public Health Authority. Full COVID-19 vaccination required to successfully fulfill the duties of the job. Must maintain personal cell phone for work-related purposes.

Physical Demands:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. While performing the duties of this job, the employee is regularly required to talk or hear. The employee frequently is required to stand; walk; use hands to finger, handle or feel; and reach with hands and arms. Must be able to carry up to 20 lbs.

Travel:

Some travel may be required (approximately 40% within San Diego County). Must have reliable transportation available for work-related purposes, a valid California driver's license, and proof of automobile insurance.

Work Hours

The employee must be available during Agency working hours of 8:30 a.m. to 5:30 p.m. and must work 30 hours each week to maintain full-time status. Occasional evening and weekend work may be required as job duties demand.

To Apply: Please submit a resume and cover letter to CAustin@ccssd.org