



Job Announcement

DIRECTOR OF ADVOCACY & POLICY

Posted: April 2, 2024

Reports To: Executive Director

Status: Full-time

DCADV's Commitment to Racial Equity

DCADV understands that preventing and responding to violence requires uprooting all forms of oppression that contribute to power imbalances. DCADV is committed to anti-oppression principles and is actively working towards advancing equity and justice.

DCADV strongly encourages People of Color, lesbian, gay, bisexual, transgender, queer and non-binary people, veterans, parents, and individuals with disabilities to apply. DCADV is an equal opportunity employer and welcomes everyone to our team. If you need reasonable accommodations at any point in the application or interview process, please let us know. In your application, please feel free to note which pronouns you use (For example – she/her/hers, he/him/his, they/them/theirs, etc.).

Primary Job Responsibilities:

The Director of Advocacy & Policy is a member of the Leadership Team and leads DCADV's advocacy and policy efforts, including collaborating with member programs, community partners, taskforces, and system partners to advance policy initiatives that address intimate partner violence. The Director oversees the Coalition's Community Health programming and supervises its staff as well as the policy's team staff.

Duties:

- Manage the Coalition's advocacy & policy initiatives, including staffing the Policy Committee, collaborating with member programs to develop policy priorities, and working collaboratively to advance these priorities.
- Supervise DCADV policy and community health program staff.
- Engage with Delaware's legislators to raise awareness of policy issues that impact victims of domestic violence.
- Manage policy program grant budgets, contract development and management; including the Violence Against Women Act (VAWA) grant annual application and bi-annual reports.
- Collaborate with system partners, including Department of Justice, Family Court, Domestic Violence Coordinating Council (DVCC), Division of Public Health, Law Enforcement.
- Represent DCADV in community committees/taskforces including the DV Taskforce, Victims' Rights Taskforces, and Joint Legislation Sub-Committee.
- Engage in training, in coordination with DCADV's Training & Outreach Coordinator.
- Provide technical assistance to community and system partners, including staying knowledgeable of federal policy.
- Participate in DCADV Leadership Team, staff meetings, team meetings and staff the Board Policy Committee.
- Perform other duties as assigned by the Executive Director.



Summary of Qualifications:

- Bachelor's degree or comparable experience in public policy, advocacy, social work, public health, social science, women's studies, or related field with a minimum of five years' professional experience.
- Demonstrated knowledge of domestic and a commitment to ending gender-based violence.
- Understanding of legislative advocacy strategies.
- Demonstrated leadership skills including experience managing programs, people and projects.
- Knowledge and experience with grant writing and reporting and understanding of contracts management.
- Excellent written and oral communication skills. Demonstrated public speaking ability.
- Willingness and ability to constructively confront issues of gender, race, ability and oppression and a commitment to diversity and an ability to work with a variety of persons.
- Willingness to participate in internal diversity, racial, and inclusion crucial conversations to advance racial equity.
- Ability to develop and maintain cooperative relations with a diverse group of individuals and community partners.
- Technology skills, including proficiency in Microsoft Office (Word, Excel, Outlook, and PowerPoint).
- Access to transportation and willingness to travel.

Salary Range:

- \$58,000 - \$68,000.

Benefits include:

- Employer paid Health, Dental, Life and Short-term disability Benefits for the employee.
- Retirement Plan with an employer match up to 3% of the employee's annual salary.
- 16 paid Holidays; 12 days Paid Time Off (PTO); Vacation – two weeks the first year, three weeks the second year, and increasing with years of service.
- Paid parking

To Apply: Email a cover letter & resume to jobs@dcadv.org. Include "Director of Policy & Advocacy" in subject. No phone calls.

DCADV is a statewide, non-profit, systems and social change advocacy agency located in Wilmington, DE. We are an equal opportunity employer. Qualified applicants are considered for employment without regard to race, color, ethnic origin, gender, age, sex, pregnancy, marital status, family responsibility, sexual orientation, gender identity or expression, genetic information, religion, creed, disability, economic condition, or veteran's status, and being victims of domestic violence, sexual assault and/or stalking, family responsibility, or any other category protected by state and/or federal civil rights laws. If you need assistance or accommodation during the application process due to a disability, it is available upon request. DCADV is pleased to provide such assistance, and no applicant will be penalized because of such a request.