

Associate Director for Survivor Support Services

About the PATH to Care Center

The PATH to Care Center leads the efforts to transform our campus into a community that is free of sexual violence, sexual harassment, intimate partner violence, and stalking through prevention, advocacy, training, and healing. We collaborate with the campus community to make social change with the goals of preventing, intervening in, and responding to harassment and violence, eliminating oppression, and creating the culture and environment we all aspire to and deserve. We envision a campus community free of violence and grounded in social justice. This vision will be realized when every member of our community is a beacon of support and respect for those around them.

Reporting to the Director of the PATH to Care Center, the Associate Director for Survivor Support Services leads UC Berkeley in crafting, implementing, and evaluating an effective and comprehensive plan to address the impact violence; affect related response procedures and practices; and build a culture of survivor support across the campus community. Major functions of the position include developing organizational strategies for campuswide and divisional impact; overseeing a 24/7 victim services and survivor advocacy program; directing and supporting the work of advocates and survivor support staff; directing an array healing services and trauma recovery services, and strengthening and leveraging key partnerships within the university, locally and nationally.

Responsibilities

Lead and manage all aspects of the advocacy and crisis response program that provides immediate, on-call (including nights and weekends) response and crisis intervention. Provides critical incident management. Develop and manage comprehensive services to encourage resilience and empowerment and develop a campus culture of support.

Lead a survivor support services team and supervise regarding daily activities, short-term planning, priorities, budget, policies/procedures, campus/community relations and risk management. Recruit, select, train, coach, mentor, and manage performance of professional and student staff. Develop and maintain an effective, cohesive team of professional and student staff and volunteers who administer the various programs and initiatives.

Provides collaborative leadership and consultation, strategic planning, design and facilitation, and project management on multi-faceted problems to achieve strategically aligned solutions. Conducts analysis to understand efficacy of past interventions and services; determine present and future efforts, strategies and/or resource allocations; and engage communities in repair and recuperation. Assesses complex situations, identifies desired improvements, works with survivors and community to address issues and implement solutions in alignment with strategic goals to address violence and harassment and its impact.

Guides and advises organizational leaders, managers, and executives campuswide and across the system. Provides leadership, guidance, education, and policy development to the campus on a related to victim/survivors of violent crimes, survivor support, trauma, empowerment, and healing, and represents the campus to external agencies.



Identifies policy issues of importance to the campus, related to sexual violence and harassment, which frequently cross organizational lines and require research of state and national organizations; develops appropriate analytical and procedural framework for addressing the issues on the campus. Understands business needs and cultural contexts of served departments/divisions as well as individual clients to ensure that response systems, efforts, and solutions support those needs.

Develop on-campus, local, and national partnerships to advance the mission of the unit and the university. This includes, identifying partners in departments and programs that can collaboratively work with the Center on various projects

Required Qualifications

- 5 or more years providing support, trauma response services on a in a higher education setting.
- Demonstrated experience and advanced skills to effectively support individuals who have experienced sexual or domestic violence as well as supervise a team of providers.
- Experience with and knowledge of violence response, victim/survivor support, critical incidence management and trauma informed theories, processes, and efforts. Advanced knowledge of the organizational development and effectiveness field, theories, models to assess, design and implement customized, strategic organization interventions in victim/survivor services.
- Knowledge of the consulting process to effectively lead engagements from inception to conclusion.
- Demonstrates skilled consulting to managers and groups at all levels. Sophisticated leadership abilities to establish organizational goals and motivate, coach, and influence others to achieve people at all levels. Ability to persuade through both logic and appeal to positive motivations.
- Demonstrates strong analytical, problem-solving, project planning and implementation skills. Analytical and intuitive skills to anticipate and identify concerns; determine options; and direct responses. Ability to analyze, interpret and respond to community needs.
- Demonstrated experience collaborating with people from diverse ethnic, cultural, religious, socio-economic, sexual orientation, and gender identities and backgrounds. Broad knowledge of social justice.
- Possesses strong consulting, relationship building, and strategic thinking skills. Demonstrated ability and political acumen to interact effectively at all levels of the organization. Experience cultivating and sustaining ongoing collaborative relationships with a wide array of constituents (e.g. staff, faculty, students, community members, and with campus and community organizations) in order to accomplish goals.
- Demonstrated experience managing complex and difficult decisions when policy or procedure is ambiguous.
- Applies strong verbal, written communication and presentation skills.
- Demonstrates ability to learn quickly, reason, synthesize and generalize based on information obtained.
- Sound judgment, ability to draw unbiased conclusions.
- Ability to focus on priorities, strategies, and vision.

Education/Training:

- Bachelors degree in related area and/or equivalent experience/training. Masters degree in social work, counseling, or relevant advanced degree required.

- Is a qualified psychotherapist under the California evidence code, or has a master's degree in counseling or has one year of counseling experience with six months rape crisis experience.

Licenses or certification required, if any:

- California Certification for Sexual Assault Crisis Counselor Training (within 6 months of start date)
- California Certification for Domestic Violence Advocates (within 6 months of start date)

Special Conditions:

- Must be able to maintain confidentiality within the bounds of applicable laws, regulations, policies, and professional codes.
- Must be able to work non-business hours, including some evenings and weekends as needed, to fulfill mission of position.
- Complete a background fingerprint screening.

Preferred Qualifications

- Knowledge and understanding of effective prevention services; victim's rights laws and protections, Title IX, Campus SaVE Act, VAWA, and other relevant laws and regulations
- Experience creating or managing healing and empowerment initiatives; leadership development for survivors; and trauma recovery for organizations and departments in crisis. Expertise in supporting individuals and organizations in the aftermath of traumatic events and through culture change.
- Broad knowledge of student development theories and experience working with college students and/or in a college setting.
- Demonstrated commitment to promoting and enhancing diversity, social justice, and creating inclusive environments. Demonstrated experience working collaboratively and effectively at various levels of a complex organization
- Interpersonal skills, including conflict management, assertiveness, group facilitation and dynamics, and cultural humility. Ability to use listening skills and communication to involve others.
- Proficient in developing reports, proposals, and related written materials. Successful proposals and managements of grant- and foundation-funded programs.
- Experience teaching university-level courses.

Salary & Benefits

This is an exempt, monthly paid position. Annual salary is commensurate with experience within the range of \$120,000 – \$140,000.

For information on the comprehensive benefits package offered by the University visit:

<http://ucnet.universityofcalifornia.edu/compensation-and-benefits/index.html>

How to Apply:

For a full review of the job listing, please visit jobs.berkeley.edu and reference: **Job #25521**

- First review of applications: **October 28, 2021**
- For full consideration, please submit application materials by end of day, **November 14, 2021**

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- For full consideration, please submit as a single attachment: 1) cover letter and 2) detailed resume listing qualifications and experience

Conviction History Background

This is a designated position requiring fingerprinting and a background check due to the nature of the job responsibilities. Berkeley does hire people with conviction histories and reviews information received in the context of the job responsibilities. The University reserves the right to make employment contingent upon successful completion of the background check.

Equal Employment Opportunity

The University of California is an Equal Opportunity/Affirmative Action Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, or protected veteran status. For more information about your rights as an applicant see: http://www.eeoc.gov/employers/upload/poster_screen_reader_optimized.pdf For the complete University of California nondiscrimination and affirmative action policy see: <http://policy.ucop.edu/doc/4000376/NondiscrimAffirmAct>