



“So many years I was afraid at home. Now we are safe, with our own roof over our heads.”

RESPOND has been working to end domestic violence and homelessness in our communities for over 45 years. By joining our team as the Director, Housing Division, you will be designing and overseeing programs that assist folks experiencing domestic violence find safe, affordable housing and a life free of abuse. RESPOND’s three tenets focus on our life changing **work**, our diverse **team**, and our commitment to **learning**.

The Director’s **WORK**:

Providing strategic vision, leadership and oversight to multiple housing programs including individualized supportive services, a confidential shelter, scattered-site units, and young parents program. You and your team strive to provide safer housing options to those who are escaping violence and seeking a safe, affordable place to live. Your day may include:

- Utilizing your entrepreneurial skills to continue RESPOND’s newly established Housing Department’s growth.
- Mentoring direct reports and developing their leadership and supervision skills.
- Connecting with collaterals in the community to further expand services and opportunities for program participants.
- Monitoring programs and data to ensure highest level of outcomes.
- Managing program budgets and ensure fiscal compliance.
- Traveling between confidential scattered site apartments and other locations.
- Helping a teammate out! Supporting a colleague or program in need of an extra set of hands.

The **TEAM** you will be leading:

- A team of professionals working in both new-to-RESPOND and cornerstone programs.
- Staffers who are committed to social services, social justice and the belief that housing and safety are human and fundamental rights.
- Folks who are fulfilled by providing housing and human services in community and residential settings.
- People who work hard and play hard. This work is tough, we bring our A-game every day. When we use our ample Paid-Time-Off, you can find staffers who like a diverse set of activities outside of work like reading, outdoor adventures, the latest show to binge watch and recommendations for the newest restaurant to try.

What you will **LEARN**, model, or teach:

- Trauma informed services are the cornerstone of RESPOND services. Program participants are treated with dignity and respect.
- The complex functioning of a multimillion-dollar nonprofit. As a member of the executive team, you will represent the Housing Department while also considering the agency as a whole.
- How to build safe housing programs. What starts with a community need, turns into a service, and becomes a program. Be a part of expanding emergency and transitional housing department!

Your Knowledge, Skills, and Attributes:

- Minimum of eight-years' experience providing direct service to families and children, trauma, and abuse survivors and/or those with mental health background.
- At least four-year supervisory experience strongly preferred.
- This position will travel daily. Access to a personal vehicle, possession of a valid driver's license and a willingness to transport program participants in RESPOND's service area is required.
- Willingness to participate in a rotating on-call schedule.
- Experience in providing comprehensive housing services to individuals and families experiencing domestic violence.
- Practice cultural sensitivity and ability to relate to persons of diverse backgrounds, such as the LGBTQ/T community and individuals with histories of substance abuse and/or mental health and different ethnic and social backgrounds.
- A bachelor's degree or equivalent work experience in a human service field strongly preferred.
- Must have or be willing to obtain the 25-hr Domestic Violence Training Certification.

RESPOND Compensation and Benefits include:

- Opportunity to develop and lead RESPOND's newly created Housing Department
- \$85,000-95,000/ year
- Ample accrued paid time off of 3 weeks' vacation, 2 personal days, 12 sick days and 12 holidays
- 401k match of 3%
- Excellent health and dental insurance that is 80% paid by employer
- Sign-on Bonus of \$500 at the five-month anniversary
- Retention Bonus equal to **one week's pay** at the one-year anniversary
- No-cost 25k Life insurance policy
- Pre-tax flexible spending and transportation accounts
- Additional vision, life, and illness policies available at cost to employees

Interested? Let us know why you want to join the team as the Director, Housing Division by sending a cover letter and resume to jessica (at) respondinc (dot) com with the job title in the subject line.

RESPOND, Inc. is committed to building a culturally diverse staff that represents the populations we serve. RESPOND, Inc. celebrates diverse life experience and is proud to be an Equal Opportunity/Affirmative Action Employer (EEO/AA). Candidates who are bilingual/bicultural, of color, Native/Indigenous, with disabilities, who identify as LGBTQIA+, or who are members of other marginalized groups are strongly encouraged to apply.