



*“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 of Domestic Violence Housing Programs, you will be implementing 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 leadership and oversight to multiple housing programs including individualized supportive services (RRH/TH), 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:

- Collaborating directly with EOHLC on the execution and delivery of multiple RRH/ TH contracts for DV survivors.
- Mentoring direct reports (supervisors and direct care) developing their leadership and direct service expertise with a trauma informed lens.
- Deep direct service expertise with the ability to lead multi-discipline case consultation and case management meetings.
- Superior, respectful, trauma informed communications across all functions.
- Monitoring programs and data to ensure compliance and the highest level of outcomes.
- Managing program budgets and contract deliverables to 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 who embrace a trauma informed approach and place a premium on respecting the lived experiences of those we serve.
- 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.

You will model so others may **LEARN**:

- Prioritize multiple deadlines, issues, client and staff needs.
- 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:

- In-depth experience with EOHLC/HUD/CoC funding, programing, contracting and review including RRH, TH and youth programming.
- 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 years supervisory experience supervising multiple programs and scattered/satellite sites.
- 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 required
- Must have or be willing to obtain the 25-hr Domestic Violence Training Certification (we will train/provide).

RESPOND Compensation and Benefits include:

- Opportunity to further develop and lead RESPOND's newly created Housing Division
- \$85,000-95,000/ year
- Ample accrued paid time off of 3 weeks of vacation, 2 personal days, 12 sick days and 12 holidays
- 401k match up to 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 of Housing Programs by sending a cover letter and resume to [desiree \(at\) respondinc \(dot\) com](mailto:desiree@respondinc.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.