



*“Being a victim of abuse was frightening, isolating, and filled with despair. Thanks to RESPOND, I no longer felt alone; they stood by me every step of the way!”*

RESPOND has been working to end domestic violence and homelessness for survivors in our communities for 50 years. By joining our team as a Domestic Violence Counselor, you will provide crisis intervention and individual counseling, collaborating with a great team of other counselors and agencies in the community to provide services to the clients we serve.

RESPOND’s three tenets focus on our life changing **work**, our diverse **team**, and our commitment to **learning**.

The Domestic Violence Counselor’s **Work**:

Each day will be different as you work in a fast-paced community service center answering our intake and assessment, line, educate the community on the signs of domestic violence and/or work with community partners helping people in crisis find immediate solutions for safety. Your day may include:

- Answering RESPOND’s Support & Intake Line and provides emotional support, conducts intakes and is responsible for handling internal referrals.
- Working with domestic violence survivors in a 1:1 setting providing crisis intervention, counseling, and a plan for immediate and long-term safety.
- Developing curricula and facilitates groups, including crisis, wellness and transition groups.
- Providing trainings and educational programming to local schools, agencies, and other community partners.
- Representing RESPOND at outreach events to enhance online information and education opportunities.
- Helping a teammate out! Support a colleague or program in need of an extra set of hands.

The **team** you will be working with:

- Provides a wide variety of services to those experiencing all forms of domestic violence.
- A wide variety of community members, local schools, and diverse programs
- Staffers who are committed to social services, social justice and the belief that housing and safety are human and fundamental rights.

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

- Trauma informed services are the cornerstone of RESPOND services. Program participants are treated with dignity and respect.
- Extensive training—RESPOND will provide at least 25 hours of domestic violence related training in the orientation period, and on-going training and continuous professional development opportunities.
- Upward mobility—if you are looking for a career and not just a job, you are in the right place!

Your Knowledge, Skills and Attributes:

- At least one year of case management or relevant experience working with individuals and families.
- Ability to work in challenging, emotional, traumatic circumstances with clients who have experienced domestic violence.
- Ability to work in a collaborative environment with co-workers in a shared space.
- Access to a personal vehicle with a willingness to facilitate Domestic Violence Trainings, attend community meetings and table outreach events in RESPOND's service area.
- 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.
- Bachelor's degree or High School Diploma/HiSET or GED with 4 years' equivalent work experience strongly preferred.
- Must have or be willing to obtain the 25-hr Domestic Violence Training Certification and CJIS.

RESPOND Compensation and Benefits include:

- Hourly pay range of \$23.00-\$26.00
- Ample accrued paid time off: 3 weeks' vacation, 2 personal days, 12 sick days and 12 holidays
- 401k match of up to 3%
- Excellent health and dental insurance that is 80% paid by employer.
- Opportunity to participate in MBTA Transit Perq Program
- 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 a Domestic Violence Counselor by sending a cover letter and resume to **hr at respondinc dot org** 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.