

Job Announcement: Family Advocate - Relief

Status: Part time, flexible

Salary: Pay ranges from \$17-\$18/hour and will be determined based on previous experience and applicable skills.

Location: St. Paul, MN

Reports to: Senior Advocate

Position overview

Family Advocates assist survivors of domestic violence and their children to develop, pursue and achieve their goals to live free of violence while promoting Esperanza United's mission. Primarily working 4-24 hours a week during overnights, weekends, and holidays. Eligible for holiday pay. Must commit to be scheduled a minimum of 16 hours (2 shifts) per month.

About Us

Esperanza United mobilizes Latinas and Latin@ communities to end gender-based violence. Formerly Casa de Esperanza, Esperanza United was founded in 1982 by a small group of persevering Latinas as an emergency shelter in St. Paul, Minnesota. We continue to ground our work in community strengths and wisdom, as we serve Latin@s locally and nationwide

Core responsibilities

- Safety, support & response (80%)
 - › Provide supportive listening to Refugio residents and crisis callers. Assist survivors to identify goals and methods to achieve them.
 - › Assist survivors and crisis callers to develop and reinforce safety plans.
 - › Answer crisis and business calls on the 24-hour bilingual crisis line. Provide supportive listening and resource information. Assist survivors in deciding upon a course of action. Arrange for safe shelter and transportation, as needed.
 - › Provide information about and help survivors access relevant resources such as orders for protection, public benefits, medical care, housing assistance, legal protections, etc.
 - › Establish and support a sense of hospitality and respect throughout the Refugio. Constructively help residents resolve conflicts when necessary.
 - › Interact individually with residents regularly and contribute to organizing activities for residents.
- Administrative & intervention (20%)
 - › Provide clear and timely data entry and work documentation for reporting purposes.



- › Establish and support an environment of cleanliness and accountability in the Refugio.
- › Intervene on behalf of survivors/families in crisis situations with police, medical professionals, employers, creditors, social service caseworkers, attorneys, etc. when necessary.
- › Clean and prepare Refugio bedrooms for new residents.
- › Participate in in-service and other job-related training.

What you can expect in this position and from the organization:

- Working through a strength-based lens and empowering families to self-determine solutions that will work best for their unique lives.
- 40-80 hours of initial training, shadowing, and hands-on learning at the start of the position.
- Flexibility and creativity in your role to support families in ways that are meaningful to them, not prescriptive.
- Diversity in your day-to-day activities and tasks.
- Collaborating and navigating diverse systems and resources (ie. safety, housing, clinics/hospitals, mental/emotional health, family supports, finances, education, employment, legal support, law enforcement, county assistance, etc.)
- Satisfaction that you are supporting positive change in people’s lives and helping the movement to end domestic violence.
- Organizational structure that models Latin@ Leadership and opportunities to grow in leadership skills.
- Bilingual work environment.
- Your opinion to be valued and considered when making local and national organizational decisions.
- Generous Personal Time Off and encouragement to maintain your wellbeing and network of support.

Expectations of candidate

- Skills and abilities
 - › Demonstrates success in implementing tasks with compassion, patience, resourcefulness, selfawareness, reliability, and from a strengths-based perspective with limited supervision.
 - › Strong written, verbal and interpersonal skills in Spanish and English required.
 - › Knowledge of the Latina community. Bi-cultural experience preferred.
 - › Ability to manage and prioritize multiple phone calls and in-person requests at one time.

- › Ability to listen, intervene/de-escalate, and resolve conflicts effectively and independently.
- › Ability to manage multiple priorities to ensure deadlines are met.
- › Knowledge of and ability to use computers/technical resources to effectively accomplish work.
- › Flexibility with work schedule and other jobs/academics/responsibilities.
- › Reliable transportation to and from Refugio (confidential location).
- Teamwork environment
 - › Contribute to an effective work team and smooth functioning of the Refugio.
 - › Participate in ensuring team focus on the agency mission and forwarding the agency strategy of influencing change in the domestic violence field.
 - › Promote cooperative efforts in effective communication, meeting challenges and decision-making.
 - › Assist coworkers in remaining outcomes- and mission-focused.
 - › Contribute to sustaining a positive work environment that embodies Latino cultural strengths, interdependence and communalism.

Work environment

Esperanza United strives for a fully inclusive work environment and does not discriminate on the basis of race, creed, color, sex, national origin, ancestry, religion, age, disability, sexual orientation, or marital status.

The above statements are not intended to encompass all functions and qualifications of this position; rather, they are intended to provide a general framework of the requirements of the position. Job incumbents may be required to perform other functions not specifically addressed in this job description.

To apply

Send your resume and cover letter to Isaac Hitz Graff at ihitzgraff@esperanzaunited.org.