

Job description: Training Specialist

Status: Full-time, Exempt

Salary: \$55,000 - \$65,000 depending on experience

Location: Esperanza United's main office is located in Saint Paul, MN. This position may be located anywhere in the U.S. provided the candidate has experience working independently as part of a team and can successfully carry out duties remotely.

Reports to: Reach Project Attorney

Position overview

The Training Specialist provides training, facilitation, and product development for website and outreach materials through a multiyear grant program to enhance culturally responsive approaches to survivors of gender-based violence (GBV). This project is a collaboration between the National Network to End Domestic Violence's WomensLaw Project and Esperanza United.

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

- Design and implement training, tools, and initiatives to enhance the capacity of culturally responsive approaches to survivors of GBV
- Implement adult learning theories of engagement, mentorship, and experience to diverse audiences including culturally specific organizations, victim service providers, and criminal justice stakeholders
- Continuously advance training modality in response to participant feedback
- Maintain and enhance relationships with culturally specific and mainstream organizations, victim service providers, and criminal justice stakeholders
- Actively participate in team meetings, workgroups, and organization-wide initiatives, for example, our anti-racism efforts
- Write content at the intersection of GBV and Latin@ realities for educational and outreach purposes
- Contribute to a collaborative, positive organizational culture. Embody the values and qualities of Esperanza United in external relationships



- Perform other such duties as assigned within the scope of the position and program description, as well as those reflective of their experience, education, and ability

Qualifications

Education and experience

- Undergraduate degree in a relevant area or an equivalent combination of relevant experience
- At least three to five years of experience providing training and adopting adult learning principles
- Demonstrated knowledge of GBV within the Latin@ community and its intersections with race, ethnicity, culture, immigration, language justice, and lived realities among other considerations

Skills and abilities

- Excellent training and communication skills in both English and Spanish with the ability to tailor communication to various audiences
- Keen understanding of the intersections of social determinates of health and GBV within the Latin@ community
- Highly responsible and accountable
- Critical thinker, problem-solver/solutions-finder from strengths-based perspective
- Highly organized and detail oriented while still able to possess a “big picture” perspective
- Ability to work with tight deadlines
- Ability to manage multiple priorities to ensure work is completed in a timely and productive manner
- Demonstrated ability to synthesize complex information
- Ability to work effectively independently and in teams
- Open to new ideas and innovation. Creativity to find solutions to challenges
- Highly collaborative and dependable
- Adaptable. Comfortable with emergence, complexity, and working with some ambiguity
- Sound judgment and decision-making
- Ability to relate to people at all levels of an organization and model behavior consistent with Esperanza United’s vision, mission, and values
- Committed to a learning culture, including race equity/anti-racist practices

Work environment

Esperanza United strives for diverse, equitable, and inclusive work environment and does not discriminate on the basis of race, color, religion, creed, national origin, sex, age, (dis)

ability, marital status, sexual orientation, gender identity, language, place of residence, political affiliation, veteran status, status regard to public assistance, or any other class protected by local, state, or federal law.

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.

Travel requirements

Approximate travel of five to eight times a year is required.

To apply

Send your cover letter, resume, and salary expectations to humanresources@esperanzaunited.org with the subject header, "Your Name Application – Training Specialist."