

**Job description:**  
**Systems Engagement & Advocacy Specialist**  
**(Two job openings)**



**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:** Systems Engagement & Advocacy, Manager

**Position overview**

The Systems Engagement & Advocacy Specialists provide training and technical assistance (TTA) through multiple multi-year grant programs to enhance the connections and partnerships between systems such as law enforcement, prosecutors, and the courts with community-based organizations. The goal of this work is to promote equitable access to criminal legal systems and reduce fatalities within marginalized communities. The Department of Justice, Office on Violence Against Women funds these positions.

**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**

- Assist in analyzing and assessing TTA needs for communities, and institutions
- Design and implement training, tools, and initiatives to improve systems engagement with Latin@ communities and other marginalized communities
- Implement adult learning theories of engagement to diverse audiences including judicial officers, law enforcement, prosecutors, domestic violence service providers, and local government
- Evaluate the effectiveness and impact of TTA through evaluations, surveys, interviews, and communication
- Maintain knowledge of the latest information on lethality risk assessment tools, fatality reviews, firearm policies and protocols, and diverse Latin@ communities across the country to ensure excellence in TTA
- Maintain and enhance relationships with national partners, funders, consulting TTA providers, and community sites nationally

- Collaborate with Esperanza United’s research, policy, and TTA teams for the planning, implementation, and evaluation of grant program activities. Ensure project deadlines are met
- Actively participate in team meetings, workgroups, and organization-wide initiatives, for example, our anti-racism efforts
- 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
- Co-facilitate meetings, interviews, focus groups, community and systems listening sessions, and training workshops across community sites nationally

## **Qualifications**

### Education and experience

- Undergraduate degree in a relevant area or an equivalent combination of relevant experience
- At least two years in providing TTA and at least four years working within legal systems such as courts, prosecutors, or law enforcement offices
- Demonstrated knowledge of gender-based violence 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 communications skills in both English and Spanish with ability to tailor communication to various audiences
- Keen understanding of the intersections of law, fatality, lethality, and firearms within the Latin@ community
- Computer skills in Word, Excel, PowerPoint, Google Suites, Zoom
- Highly responsible and accountable
- Critical thinker, problem-solver/solutions-finder from strengths-based perspective
- Ability to navigate complexity deftly and with tact and diplomacy
- 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, possessing an entrepreneurial spirit
- Highly collaborative and dependable, non-ego driven
- Adaptable. Comfortable with emergence, complexity, and working with some ambiguity
- 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**

There will be travel required regularly for site visits.

### **To apply**

Send your cover letter, resume, and salary expectations to Human Resources at [humanresources@esperanzaunited.org](mailto:humanresources@esperanzaunited.org) with the subject header, "Your Name Application – Systems Engagement & Advocacy Specialist."

We will consider applications on a rolling basis, with priority for those submitted by January 31, 2024. However, applications will be accepted until the position is filled.