The Colorado Anti-Violence Program (CAVP) is looking for a collectively-minded, intelligent, personable, and highly-motivated person to serve as the **Director of Advocacy, one member of a 3 person co-leadership team** that replaces the traditional Executive Director role.

CAVP's shared leadership structure is reflective of our core values of creating a culture of equality within our organization, a necessary step toward building the vibrant and healthy communities we envision, where all people are valued, safe and respected. Working within this model presents unique gifts, opportunities and challenges, and requires that all participants be prepared to grow and to learn wholeheartedly from one another during this immersive process. Major organizational decisions are made collectively by the staff and board of directors, by consensus.

CAVP is a statewide organization grounded deeply in community that works to end violence within and against lesbian, gay, bisexual, transgender and queer (LGBTQ) people in Colorado. We work within a social justice framework that employs a multi-issue analysis to end violence and oppression against all people. We are the only organization in Colorado focused specifically on ending violence within and against LGBTQ communities.

An ideal candidate for this job will have the ability to think flexibly, to **innovate and vision** as well as carry out practical tasks, and have a strong interest in pushing the limits of the current anti-violence movement. We are looking for a (potentially emerging) leader in the movement for social justice who has a **passion for queer liberation** and an interest and ability to work from a heart-centered place with survivors, other staff, and members of the CAVP community.

Over the last few months, CAVP staff, board and key volunteers have been building the foundation for an advocacy program that **honors and builds the power of survivors** and explores and practices responses to violence outside of existing criminal legal systems including **community-based accountability.** In this model, self-determination, safety, and healing for survivors of violence is prioritized along with the accountability and transformation of those that cause harm.

The Director of Advocacy will have a strong focus on building and maintaining relationships, and leading the project of creating infrastructure for this evolving program. Within the next 1-2 years, with the support from other staff, this position will:

- Complete a shift in the hotline and associated trainings from a victim services framework to one that centers survivor empowerment
- Participate in developing and implementing grassroots organizing campaigns informed by the experiences of hotline callers
- Develop programs for survivors, friends, family, and allies

Other key job responsibilities include **managing the statewide 24 hour hotline**, providing **individual advocacy to survivors, managing and building the team of volunteer advocates** that staffs the hotline, **fundraising,** and **strategic planning.**

Because the duties to be assigned are so varied, this position requires a Co-Director with an unusually diverse set of skills and attributes, with particular emphasis on strong quantitative, analytical, strategic competence, and inclination. Other desirable qualities include intellectual curiosity and agility, the ability to hold and synthesize multiple perspectives, cross-sectoral and cross-cultural competencies, strong written and verbal communications skills, ability to maintain survivor confidentiality, basic

computer savvy, the ability to work alone and in partnership, adaptability, high energy, warmth, humor and a commitment to service. Applicants should have **several years of professional experience**, **have a minimum of one year of previous experience in (paid or volunteer) survivor advocacy work**, be adept at organizing their work and the work of an organization, have practical experience in making things happen, and have the ability to work evenings or weekends with occasional travel. Preferred qualifications include being bicultural/bilingual in Spanish, familiarity with Colorado community resources and organizations, and experience with community outreach and organizing.

To apply, please answer the following question in no more than three pages. Your answers should accompany a resume, and will function in lieu of a cover letter.

- How does your background and identity contribute to your understanding of oppression and privilege?
- Given CAVP's leadership structure, why is sharing leadership and power attractive to you based on your work style, experiences and values?
- Tell us about a moment in your life OR an event in history when a group of people or a community came together to respond to an act of violence or abuse. Why does this event or moment inspire you and how does this influence your vision for social justice?

Send your complete application to cavpsearch@gmail.com. Incomplete applications will not be considered.

Deadline: August 11, 2010.

We will hold first round interviews on August 21st and second round on August 26th or 27th; however the position will remain open until filled. The salary for this position is $39,000 per year, plus expenses and a generous benefits package. A flex-time schedule of 40 hours per week, plus periodic travel is required.

People of color, transgender and gender non-conforming people, people with disabilities, and low-income people are encouraged to apply.