

Community Organizer – Men’s Engagement

Full-time/Benefits Eligible

Monday – Friday 8:30 am – 5:00 pm*

**Flexibility is needed to work outside of this schedule on occasion.*

Bilingual Required

Pay Rate: \$21.60/hour (not negotiable)

PLEASE NOTE: if you are interested in applying for this position, please go to emergecenter.org/employment to fill out a full application. Resumes and cover letters submitted through Indeed (or any third-party website) will NOT be reviewed.

Emerge Center Against Domestic Abuse has begun an organizational process of transforming philosophy and practice to acknowledge the root causes of violence as being embedded in multiple, intersecting systemic oppressions (sexism, racism, homophobia, transphobia, classism/poverty, able-ism, and anti-immigrant sentiment).

These conversations directly impact the climate and culture of our organization and are tied to the climate and culture in our community related to violence as a normalized experience. We are seeking team members across the organization who understand that humanizing the experience of all people is a radical act in a non-profit system and who are willing to be a part of transforming our organizational culture to be a more antiracist multicultural institution.

We are seeking job applicants who understand it is our responsibility to ensure that our responses to domestic abuse must include the experiences of those who are most in need and who have the least amount of access to help and support and who can work in an environment that is rapidly changing.

We’re committed to making our community a safer place for everyone. Join us!

POSITION OVERVIEW

We’re seeking a male community organizer who will assist with the facilitation and implementation of prevention efforts focused on the engagement of men and boys, including organizing community members and working with community partners/agencies to ensure that all men have the opportunity to play a role in ending domestic abuse. Serve as a back-up facilitator in the Emerge Men’s Education Program.

RESPONSIBILITIES COMMON TO ALL AGENCY EMPLOYEES

- Maintains confidentiality and trust for all employees, participants and visitors
- Consistently displays culturally sensitive behavior and communication for all employees, participants and visitors. Seeks to expand knowledge base to increase cultural sensitivity
- Seeks win/win solutions, values interdependence, shares a common sense of responsibility for the whole
- Acts in a manner that presents the agency in a positive light, and furthers a positive image for the agency
- Demonstrates a positive and respectful personal appearance. Contributes to a clean and orderly facility appearance
- Demonstrates respect, courtesy and dignity for all
- Responds in a timely manner in all aspects of communication

- Maintains safe working environment for self, other employees, and visitors in accordance with applicable standards relevant to the position's job duties
- Displays adaptability and flexibility to encourage team, participant and agency health including: initiating improvements, demonstrating problem solving and creativity, demonstrating motivation for change and enhancement of the organization

ESSENTIAL DUTIES

- Under the direction of the Director or Men's Engagement and Men's Engagement Supervisor, assists with the development and implementation of various activities intended to engage men in prevention efforts and in supporting the work of Emerge
- Co-facilitates community dialogues, community restoration meetings, trainings and workshops about the role of men in ending/preventing domestic abuse
- Co-facilitates workshops for men and boys with community partners and provide consultation, input and feedback to ensure that Emerge's principles of engaging men are implemented as intended
- Supports with outreach for events and workshops related to men's engagement
- Actively seeks to engage and recruit men to participate in prevention activities to ensure the success of prevention efforts
- As needed, assists with staffing a hotline for men in crisis situations who are struggling to make safe choices in their relationships. This includes utilizing tools, resources, and foundational perspectives from the Men's Education Program (MEP) to provide immediate feedback, support and safety planning in the interest of supporting men to make safe and nonviolent choices.
- As needed, assists with facilitating and/or planning for a monthly community accountability space for men who have been abusive or caused harm in Pima County.
- Participates in required trainings regarding Men's Education and the Men Stopping Violence model and best practices in working with men involved in the criminal justice system as well as men who are not involved in the criminal justice system
- Provides backup facilitation as needed in the Men's Education Program including men's education classes, information sessions, individual interviews, and Domestic Violence Orientation for Pima County Adult Probation with the goal of creating a culture of accountability
- Continues demonstrating leadership with other men by working to continue developing honest self-awareness, self-exploration, and self-accountability necessary to facilitate the curricula and program philosophy with other men
- Attends and actively participates in weekly meetings to debrief and discuss opportunities for personal accountability and demonstrate an openness to feedback and personal growth
- Prepares and co-facilitates scheduled Information Sessions as well as individual interviews for potential participants of the program as needed
- Provides consistent, and clear written/verbal feedback to men participating in men's education classes as needed
- Prepares to serve as a back-up facilitator in the Men's Education Program by developing foundational knowledge of the criminal justice system and the intersections of domestic violence counseling for offenders as well as establish working relationships with Pima County Adult Probation
- Appropriately tracks attendance and major program components of individuals participating in Men's Education Program when filling in as a back-up facilitator
- Conducts monthly quality assurance checks of program participant files as needed
- Provides community presentations and professional training to increase awareness and education about Emerge's Men's Education Program, domestic violence and its impact on the community, appropriate and best practices when working with men using abusive behaviors, and prevention methodologies
- Helps train new employees, volunteers, and interns on the duties and performance expectations of the position as needed
- Maintains month-end reports, statistics, and participant files in accordance with legal and licensing requirements, completing all documentation in a timely manner

- Appropriately maintains accurate information in the Men's Engagement databases
- Attends all meetings and training as required
- Adheres to agency policies and procedures and all City, County, State and Federal regulations

REQUIRED EXPERIENCE AND QUALIFICATIONS - Any combination of at least **2 years** of work, professional or life experience (personal), in the following areas:

Note: *Emerge recognizes that the required skills and knowledge needed to provide support to those harming their partner and family members can be derived by formal professional experience as well as other life experience outside of a professional setting. Qualified applicants will be asked to make a direct connection between their work or life experience and the required qualifications below. We also value the added foundation that formal education can provide, however, any years spent in an educational institution will not count directly toward the number of years required or preferred.*

- Bilingual (English/Spanish)
- Experience of individual or organizational work to support and advocate for survivors of gender-based violence
- Knowledge of the dynamics of domestic abuse and/or sexual violence
- Knowledge of the impact of trauma and lived experiences and the interface with what change process for men can look like
- Demonstrate knowledge and practice working with how gender identity, race, class, ability and sexual orientation and other cultural factors and/or identities intersect with issues of gender-based violence
- Demonstrate willingness and ability to confront racist, homophobic, transphobic behavior/comments in any setting
- Demonstrate a trauma-informed understanding and practice in working with trauma-based reactions/behavior (particularly during escalated situations/conversations) that prioritizes remaining grounded and not reacting out of fear or punitive intention
- Ability to build authentic relationships with team members, supervisors, and program participants through practices such as listening to gain deeper understanding, being vulnerable and engaging in giving and receiving feedback
- Ability to examine your own privilege and connections to power and/or oppressions so that you can work in service and consideration of the entire humanity of others
- Ability to function in a complex institution and systems with a focus on problem solving and adaptability
- Excellent written and oral communication
- Knowledge of group facilitation and dynamics
- Ability to assess potential crisis situations and take appropriate action
- Ability to work well independently and be self-motivated
- Proficient computer skills including e-mail and calendars

PREFERRED EXPERIENCE AND QUALIFICATIONS - Any combination of at least **4 years** of work, professional or life experience (personal)

OTHER REQUIREMENTS

- Ability to obtain appropriate fingerprint clearance through the Arizona Department of Public Safety
- Ability to obtain CPR/First Aid certification
- Valid Arizona Driver License and proof of automobile insurance

PHYSICAL DEMANDS

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Must be able to sit or stand for long periods of time

- Must be able to express or exchange ideas by means of the spoken word to impart oral information to clients or to the public and to convey detailed spoken instructions to other workers accurately or quickly
- Must be able to lift up to twenty-five pounds
- Provide CPR/First Aid
- Visual acuity and hand dexterity to work with computer systems (monitor, keyboard), reports, and other data sources, reading/entering/processing data and figures
- Ability to use basic office equipment, including computer, fax machine, printers, copier/scanner, adding machine

Emerge is an equal opportunity employer

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