



Vice President of Community Engagement

Full-time/Benefits Eligible

Monday – Friday 8:30 am – 5:00 pm

Salary: \$86,000*/year (not negotiable)

*Bilingual differential pay available

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

The Vice President of Community Engagement (VPCE) oversees all aspects of community outreach, external communications, and community-centric resource development efforts. The VPCE ensures that all agency communications/messaging are aligned with Emerge's organizational values, uphold and promote antiracist and social justice principles, and center the community and domestic abuse survivors. The VPCE also serves on the agency's Senior Leadership Team. This position is directly supervised by the Executive Vice President & Chief Strategy Officer and works closely with them on all aspects of community engagement. The CEO also works closely with the VPCE and Executive VP related to revenue generation and budgeting.

RESPONSIBILITIES COMMON TO ALL AGENCY EMPLOYEES

- Commits to upholding the agency's mission, vision, community guidelines and values. We value diversity, inclusion, equity, and belonging in all that we do.
- Engages in radical service to, and acceptance of, staff and participants as they are by committing to showing up with integrity and love and encouraging all to use their power to affect change
- Commits to creating and maintaining a safe, equitable, trauma-informed, and healing work environment for all participants and staff members
- Commits to a culture of understanding how our collective actions affect participants' efforts to regain their independence and rebuild their lives
- Assesses potential crisis situations responding to, and accurately documenting, in an equity-centered and trauma-informed manner while notifying appropriate personnel as soon as possible
- Follows all protocols and practices of Emerge programs, as well as all city, county, state, and federal rules
- Displays an ability to identify problems and generate a range of solutions utilizing creativity, collaboration, open communication, and critical thinking skills

- Champions the organization's culture of feedback by consistently providing and seeking feedback and encouraging others to do the same
- Maintains confidentiality of shelter sites and information pertaining to all staff, participants, and visitors
- Dedicated to personal development, furthering knowledge, services, and approaches to better meet the needs of participants and staff
- Strives for innovation incorporating new tools, practices, and mindsets that support relationship building, rest, restoration, and healing; not only for collective liberation but also for our individual wholeness, freedom, and ability to thrive
- Attend all meetings and trainings as required

RESPONSIBILITIES COMMON TO ALL LEADERSHIP POSITIONS

- Ensures programs and services support the vision, mission, values and philosophy of the agency
- Supports and actively builds a collaborative culture that values mutual respect, partnership, learning, trust, and fairness
- Promotes an organizational culture that embraces diversity and the fair and respectful treatment of all persons as a core value guiding strategic planning, program implementation and evaluation, staffing and internal and external relationships
- Functions in accordance with standards set forth in contracts and agency policy
- Identifies and incorporates best practices and lessons learned
- Maintains positive and accurate flow of communication
- Manages program budgets and ensures funding expectations are met
- Stays abreast of current domestic abuse information and applicable laws and regulations
- May have to respond to emergencies or other time-sensitive matters after normal business hours
- Managers must maintain a continual pulse on the goings-on in their areas of responsibility

ESSENTIAL DUTIES

- Participates as a member of Emerge's Senior Leadership Team
- Proactively promotes Emerge's antiracist, equity-centered principles, and works collaboratively with others to infuse the agency's core values into daily practices
- Ensures all resource development, marketing, external communication and events are aligned with Emerge values and follow a community-centric approach to engaging the community in our work
- Designs and manages a comprehensive, strategic resource development program seeking support from a diverse array of individuals, corporations, foundations, government funders and other sources in conjunction with the CEO, Executive Vice President & Strategy Officer, and Development department staff
- Provides support, guidance, and oversight for all facets of Emerge's resource development, marketing and external communications (including social media, e-News and other elements of Emerge's online presence)
- In conjunction with the Executive Vice President & Chief Strategy Officer and Organizational Development Team, develops an equity-centered strategic plan for engaging a broader swath of community members and expanding Emerge's donor base
- Working in collaboration with the Development Coordinator, ensures all donations are received, accounted for/documented and acknowledged within organization turnaround time
- Implements an annual Domestic Violence Awareness Month community engagement campaign
- Oversees all media inquiries, creating press releases and monitoring outlets for relevant content
- Oversees special web-based campaigns (e.g., AZ Gives Day, Giving Tuesday)
- Analyzes, evaluates and reports on the agency's fund development efforts
- Serves as the "back-up" to Development staff as necessary
- In conjunction with the Executive Vice President and CEO, establishes annual revenue goals to achieve through various fund development efforts and annual expense budget line items for the Community Engagement department
- Conducts community education presentations
- May be asked to represent the agency at community functions, meetings, etc.
- Serves as the staff liaison for the agency's Philanthropy Committee (comprised of members of Emerge's Board of Directors)

- Attends Board of Director meetings and support the Philanthropy Committee Chair in reporting to, and engaging, the full Board regarding resource development and community engagement activities
- Ensures compliance with all relevant regulations and laws, maintains accountability standards to donors, and ensures compliance with code of ethical principles for fundraising executives as published by Association for Fundraising Professionals

REQUIRED EXPERIENCE AND QUALIFICATIONS - Any combination of at least 6 years of work, professional or life experience (personal), in the following areas:

Note: *Emerge recognizes that the required skills and knowledge needed to serve survivors of domestic abuse can be derived by formal professional experience as well as other life experience outside of a professional setting. Applicants will be asked to make direct connections between their work/life experience and the required qualifications. We value the added foundation of formal education, however, any years spent in an educational institution will not count directly toward the number of years required/preferred.*

- Experience in program oversight and staff supervision
- Familiarity with Community-Centric Fundraising principles
- Three to five years supervisory experience
- Demonstrated 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
- Demonstrated ability to confront oppressive behavior and comments in any setting.
- Ability to build authentic relationships with team members, supervisors, community members and others 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
 - 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 8 years of lived/life experience (personal), work or professional experience in the required areas

- Bilingual (English/Spanish)
- Knowledge of the dynamics of domestic abuse and/or sexual violence
- Experience in a nonprofit and/or social services setting

OTHER REQUIREMENTS

- Ability to obtain 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

- Must be able to sit or stand during an 8–10-hour workday.
- Must be able to lift to twenty-five pounds

Emerge is an Equal Opportunity Employer

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