

## Men and Boys Engagement Coordinator

Full-time/Benefits Eligible

Bilingual (English/Spanish) Preferred

Monday – Friday 8:30 am – 5:00 pm\*

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

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



**PLEASE NOTE: if you are interested in applying for this position, please go to [emergecenter.org/employment](http://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, ableism, 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

Emerge is seeking a dedicated male or masculine-identified individual for the role of Men and Boys Engagement Coordinator. This position plays a critical role in the development, implementation, and facilitation of Emerge's initiatives aimed at engaging men and boys in efforts to prevent domestic abuse. Reporting to the Director of Men's Engagement and the Men's Engagement Supervisor, the coordinator will be instrumental in organizing activities, dialogues, and workshops that foster community involvement and promote an intergenerational approach to healthy masculinity. As needed, this role may also serve as a back-up facilitator in the Emerge Men's Education Program.

**Essential Duties and Responsibilities include the following. Other duties may be assigned to meet business needs.**

### RESPONSIBILITIES COMMON TO ALL AGENCY EMPLOYEES

- Commits to upholding the agency's mission, vision, community guidelines and values of safety, liberation, responsibility & repair, love, innovation, and joy. We value diversity, inclusion, equity, and belonging in all that we do
- Engage 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

- Assess potential crisis situations responding to, and accurately documenting, in an equity-centered and trauma-informed manner while notifying appropriate personnel as soon as possible
- Follow 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
- 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 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

## **ESSENTIAL DUTIES**

- Under the guidance of the Director of Men's Engagement and the Men's Engagement Supervisor, assists in the creation and execution of a range of activities focused on the active involvement of men and boys, promoting their participation. The coordinator will leverage these activities to support the Men's Engagement Team's broader work to disrupt intergenerational cycles of violence for men and boys in Pima County.
- Co-facilitates community dialogues, community restoration meetings, trainings and workshops about the role of men in ending/preventing domestic abuse.
- Collaborate with community partners of the Healthy Intergenerational Masculinity Initiative (HIMI), including providing facilitation support, creative insight, 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, assist with staffing a helpline 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 and safety planning in the interest of supporting men to make safe and nonviolent choices.
- As needed, assist 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

**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 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 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), in the following areas:**

- Bilingual (English/Spanish)

**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 (as applicable)

**PHYSICAL DEMANDS**

- 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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