



Title: Strategy Specialist

Reports To: Strategy Manager

Location: Florence Gray Community Center

FSLA Status:

FTE: 20 Hours per week

Term: Employment at Will

Salary Range: Hourly, \$16-\$20/hour

ORGANIZATIONAL SUMMARY:

Founded in 1977, the Women's Resource Center (WRC) has a long history of providing a full range of compassionate, comprehensive direct services to survivors of domestic violence. Over the past fifteen years, the WRC has also been at the forefront of innovative prevention practice nationally. The WRC's purpose is to work with the community to end violence, combining survivor-centered service delivery with evidence-informed prevention strategies. We engage a myriad of governmental and state agencies, organizational partners, and diverse local residents of all ages, races, ethnicities, languages, abilities, and socio-economic backgrounds to ensure that survivors have the supports they need, while simultaneously working to create healthy, safe communities.

The WRC is committed to being at the top of our field with all of our services and practice. We prioritize organizational and staff development, to ensure that all of our practices reflect best practices in the field. In addition, we are participating in Move to End Violence, a national project focused on centering the domestic violence movement on the experiences of marginalized communities. Members of our staff have attended local, regional, and national trainings as well as webinars to continue to grow their professional skills.

The Women's Resource Center has many strengths to build on including a strong revenue base from state and federal funds and foundation grants, a diverse, highly committed, engaged, and experienced staff providing unique, highly mission driven programs; competent management; and statewide recognition for excellence in programming in the areas of primary prevention and counseling as well as state leadership in connecting victims to DHS support.

Mission

Leading domestic violence prevention through the empowerment of individuals and the community by providing advocacy, education and support services.

Values

Social justice

We believe that our community has the ability to achieve domestic peace.

Individual empowerment

We believe in the potential for individual change.

Community commitment

We believe in the power of working collaboratively with our community to compassionately and confidentially provide best practices in a safe and accessible environment.

Agency commitment

We believe in providing a diverse, respectful, and safe environment to work, learn and grow.

POSITION SUMMARY:

A **Strategy Specialist** leads project work in 1 or more content areas, for example food access, transportation, or maternal child health. This **Strategy Specialist** will focus on civic engagement and resident recruitment. The **Strategy Specialist** develops and manages the workplan in their content area in accordance with community needs and grant requirements. The **Strategy Specialist** may supervise community health worker fellows, resident consultants, and/or interns in their content area.

REPORTING STRUCTURE:

The Strategy Specialist reports to a Strategy Manager.

ESSENTIAL JOB FUNCTIONS:

- Manage strategies within content area of focus; monitor and evaluate strategies in area of focus to ensure quality and effectiveness; make recommendations for improvement.
- Support grant proposal development, evaluation, and reporting related to content area of focus.
- Renovate and manage the Resident Consultant Program (in particular, but not limited too)
 - Coordinating recruitment strategies
 - Facilitating monthly check-ins
 - Identifying training and capacity building opportunities
 - Connecting resident consultants with current strategies and work groups that fit their interests
- Organize and support civic engagement outreach and activities of the HEZ as needed in specified content areas.
- Support a team work environment that reflects the principles of the Health Equity Zone, the values of the WRC, and a commitment to being a learning organization
- Spearhead relationship-building in content area, cultivating meaningful collaborations with community leaders, local politicians, and community-based organizations.
- Mobilize community members and collaborators to fulfill content area goals.
- Represent the HEZ and WRC at local events, community gatherings, workshops, trainings and with community leaders, local politicians, and community-based organizations.

- Generate new strategy ideas as needed in specified content area
- Act as a resource for staff, collaborators, and community members by providing technical support within content area.

Core Competencies

- Bring inspirational presence, reliable leadership, and enthusiasm for WRC's mission and vision to community meetings, task forces, and other strategic sites.
- Excellent individual and group communication skills (written and verbal); finesse in applying these skills across a range of relationships and environments.
- Basic facilitation and project planning skills; enthusiasm to further these skills through the work
- Ability to handle multiple strategies with attention to detail.
- Strong time management, project management, and delegation skills; enthusiasm to further these skills through the work.
- Ability to effectively build relationships with a wide variety of constituents including youth, parents, other residents, health and human services professionals, and decision-makers at all levels.
- Ability to work both independently and as a team member
- Ability to apply creative and critical thinking to improve existing strategies

QUALIFICATIONS:

- 2 years of significant, related community-organizing experience.
- Understanding and analysis of systemic nature of oppression, particularly the intersection of gender, race, sexuality, and class; this position requires a commitment to and passion for social justice.
- Comfort working with diverse populations.
- Knowledge of community development models and experience supporting leadership development of community members.
- Interest in being part of a learning environment and in supervising employees
- Desire for and comfort with community taking the lead; the candidate must be able to motivate community members and support community self-determination while also creating and enforcing systems of accountability.
- Flexibility and willingness to grow in response to community needs or changes in the field.
- Ability to work as part of a diverse team inclusive of various experiences of race, sexuality, gender, ability, or age.
- Excellent ability to plan and organize a demanding workload.
- Understanding of how to create and carry out work plans; experience developing logic models a plus.
- Computer skills in Microsoft Office programs, and proficiency in utilizing the internet including social media.
- Familiarity with the Newport community required; priority will be given to residents of the Newport Health Equity Zone geographic area

HOW TO APPLY:

Please send resume and cover letter to sormerod@wrcnbc.org

SPECIAL REQUIREMENTS:

The Women's Resource Center is an Equal Opportunity Employer. The organization does not discriminate against a volunteer, an employee or applicant in employment of conditions or opportunities for employment on the basis of race, color, religion, gender, sexual orientation, gender identity or expression, disability, age or country of ancestral origin.