



## Employment Opportunity: **CRISIS INTERVENTION ADVOCATE**

### OVERVIEW

The Crisis Intervention Advocate is a vital member of the Crisis Support Services Team.

The Crisis Intervention Advocate First Step's mission by providing trauma-informed support, crisis counseling advocacy, and resources to survivors of intimate partner violence (IPV) and sexual assault.

The Crisis Intervention Advocate will work under the supervision of the Crisis Intervention Program Coordinator to assist in the continued development and implementation of First Step services. The Crisis Intervention Advocate will form strong partnerships with various systems to enhance systems change and response to IPV and sexual assault.

First Step provides comprehensive training and supervision to all employees.

First Step works hard to create a workplace that is dynamic. We encourage people with diverse identities and experiences who are excited about equity and social justice to apply.

### LOCATION:

All First Step sites; Ability to travel between agency sites and assault response locations in Wayne County.

### REPORTS TO:

Crisis Intervention Program Coordinator

### POSITION TYPE: NON-EXEMPT

Full-time, 37.5 hours/week, hourly pay

### PAY RANGE:

\$21 - \$23 / hour

### SCHEDULE:

Varies. Weekdays, afternoons, and weekends with assigned on-call shifts required.

### START DATE:

Immediate

**TO APPLY:** <http://www.firststep-mi.org/careers/job-application/>

*Please, no phone calls or emails.*

### RESPONSIBILITIES

- Ability to work collaboratively with all across all agency programs
- Answer 24-hour hotline and provide active listening, referrals and safety planning to survivors in a non-judgmental manner
- Empower and provide support to walk-in and LAP response clients by providing client-specific advocacy, crisis counseling, trauma informed support and safety planning in a non-judgmental manner
- Conduct lethality/danger and crisis assessments to determine client needs
- Provide consistent crisis support follow up including the development of crisis support plans for all clients.
- Respond to all assigned on-call shifts
- Willingness and ability to keep supervisor informed about high-risk client situations
- Assist with training and support for the Crisis Intervention Program
- Actively participate in mentorship of staff, interns, and volunteers
- Create and facilitate support groups as assigned
- Accurately maintain client records, agency database entries, service statistics and case examples for reporting purposes
- Attend all scheduled staff meetings, trainings, scheduled debriefs and client support meetings
- Commitment and ability to represent the agency in various settings
- Understand and support the First Step philosophy of empowerment, education, and prevention of violence
- Support and carry out First Step's mission, vision, and values

### QUALIFICATIONS

- BSW/BA in Human Services recommended or equivalent experience, Master's degree/MSW a plus
- Significant experience working within the context and dynamics of intimate partner violence, and sexual assault
- Must be compassionate, organized, and reliable with a high level of self-awareness and emotional intelligence
- Ability to successfully work independently and with supervision
- Experience and ability to work effectively with people from diverse racial, economic, and cultural backgrounds
- Capability to respond to crisis situations with empathy
- Must be caring, empathetic and have a passion for working with survivors using a client-centered approach
- Prioritize and effectively and model healthy boundaries with empathy and compassion, while adhering to all confidentiality requirements.
- Excellent interpersonal skills to work independently and as a team
- Excellent oral, written active listening & reflective conversation skills
- Ability to lift 30 pounds on occasion; Bilingual a plus

### REQUIREMENTS

Must be at least 18 years old and satisfy criminal background checks, DHHS child abuse registry check, sex offender registry check, driving check. Must have and maintain a valid MI driver's license, excellent driving record, reliable transportation, and current auto insurance. These requirements will be re-checked throughout employment.

### BENEFITS

Agency provided health, dental, optical insurance, life insurance and long-term disability insurance after 60 days. Employee Assistance Program. Additional voluntary insurance benefits available after 60 days. Employer contribution to 401k. Annual paid time off and floating holidays. Accrued paid flex time. Agency closure days off with pay.