



## POSITION DESCRIPTION DIRECTOR OF POLICY AND ORGANIZING

**Type of Position:** Full-Time (40 hours/week), Exempt  
**Salary Class:** Specialist  
**Work Site:** Main Office  
**Supervisor:** Deputy Director

**Purpose:** Create a state where public policy advocacy helps uproot the causes of violence so that all Vermonters thrive.

### **Outcomes:**

1. Vermont's laws and public policies support the well-being of survivors, their families, and their communities.
2. There is an engaged and active community of supporters who effectively impact policy and social change efforts to support the wellbeing of survivors and their communities.
3. Vermont's laws and governmental systems elevate and address the unique needs of marginalized communities and vulnerable Vermonters.

### **Strategies:**

#### ***Policy/Advocacy***

- In partnership with the Public Affairs Team, develop and manage a long-term, agile, and responsive legislative and policy change vision to uproot the causes of violence so that every Vermonter thrives.
- Work in partnership with Public Affairs Team to coordinate legislative change initiatives including: researching best practice policy that centers marginalized survivors, shepherding legislative proposals through the Statehouse, and ensuring effective implementation of public policy.
- Collaborate with allied social change organizations, across multiple disciplines and movements to ensure that legislation and public policy changes and proposals work to uproot the causes of violence.
- Develop and manage a policy screening process for potential legislative or policy change initiatives.
- Build relationships and collaborative networks with legislators and policy leaders across Vermont.
- Liaise with contract lobbyist.

## **Organizing**

- Build and develop a constituency of supporters - including advocates, donors and interested citizens - using organizing principles to harness collective advocacy power.
- Convene policy learning communities to strengthen relationships and build solidarity with legislators, policy leaders, policy advocates, community allies, and victim/survivors.
- Create opportunities that support coalition staff, members, victim/survivors and allied Vermonters in their efforts to build policy advocacy capacity and lead policy change in their communities.
- Build and oversee systems to engage and center the voices of survivors in legislative and public policy initiatives.
- Collaborate with the Public Affairs Team on framing and production of externally-focused communications including social media and press releases.
- Serve as a peer leader and strategic thought partner to the Public Affairs Team.

## **Additional Activities:**

- Manifest the core values of the organization – love, integrity, respect and boldness.
- Use the Network’s principles for Constructive Communication.
- Engage Member Organizations and the diverse voices of survivors to inform all activities.
- Represent the Vermont Network at statewide and national events or conferences as requested by the Deputy Director.
- Participate in organizational development activities.
- Participate in efforts to achieve organizational goals for addressing racism and the intersection of racism with other forms of oppression.

## **Qualifications:**

- Any combination of experience and education equal to a Bachelors or a Masters Degree in human services or a related field *plus*;
- Minimum five years experience in public policy and/or organizing;
- Knowledge of domestic and sexual violence and a demonstrated commitment to anti-oppression work and ending violence against women/girls and gender-based violence;
- Knowledge of state and federal government, legislative process and policy analysis;
- Commitment and enthusiasm to work within a team model to achieve organizational goals;
- Ability to work in a fast-paced and nimble change-based organizational;

- Excellent verbal and written communication skills;
- Excellent group facilitation skills.

The Vermont Network strives to build a diverse and inclusive community. We believe that in order to support our Member Organizations in their efforts to meet the needs of survivors and change the ways in which their communities think about and address domestic and sexual violence, we as an organization must honor the cultures, beliefs, and values of those we serve, and foster an environment of mutual respect, acceptance and equal opportunity.

We are committed to building and maintaining a multi-cultural and diverse work environment which reflects diversity that exists among the people of Vermont.

The Vermont Network Against Domestic and Sexual Violence does not discriminate on the basis of race, gender, sexual orientation, religion, age, ability, or national origin.