



POSITION DESCRIPTION

Director of Healthy Youth Initiatives

Type of Position: Full-Time (40 hours/week), Exempt

Work Site: Hybrid – Waterbury, VT/Home Office

Supervisor: Director of Member Relations

Salary: Director Level Range: \$60,000–\$90,000 annually (position budgeted in mid-range)
Starting salary budgeted for lower third of range

Purpose

Advance youth wellness and healthy sexuality as a key strategy in the Vermont Network's efforts to uproot the causes of violence and support all people to thrive. This role provides strategic leadership at the intersection of public health and violence prevention, with a strong emphasis on cross-sector collaboration, particularly with the Vermont Department of Health.

Outcomes

- Sexual harm prevention and youth healthy sexuality strategies advance health equity and justice and are designed and delivered to accomplish Vermont Rape Prevention and Education Program (RPE) State Plan goals.
- Strong, sustained partnership with the Vermont Department of Health results in aligned priorities, shared accountability, and effective statewide prevention strategies.
- The Vermont Network affirms youth voice and power and catalyzes cross-generational organizing.
- The Vermont Network collaborates broadly with public health, education, and social justice partners to prevent sexual harm before it happens.

Strategies / Key Responsibilities

- Lead statewide efforts to advance youth healthy sexuality and prevent sexual harm in alignment with the Vermont Network's long-term social change goals.

- Serve as liaison to the Vermont Department of Health, strengthening coordination, communication, and joint planning across initiatives.
- Co-lead the Vermont Department of Health and Vermont Network's RPE grant programming (Rape Prevention Education Grant Program) in partnership with the Director of Prevention and Healing, ensuring alignment with state and federal priorities.
- Collaborate with the Vermont Department of Health to develop, implement, evaluate, and continuously improve Vermont's RPE State Plan.
- Align Vermont Network RPE strategies with public health frameworks, data, and best practices, including integrating evaluation and data-informed decision-making, in coordination with the RPE Evaluator.
- Lead ongoing development and implementation of strategies to engage and equip adults to support youth wellness, including the Askable Adult Campaign.
- Advance shared purpose and goals through partnership with youth, adults, communities, and systems partners, including those working to advance comprehensive and inclusive sexual health education and healthy sexuality culture.
- Build and maintain partnerships with state agencies, schools, community organizations, and coalitions to expand prevention impact.
- Offer learning opportunities, technical assistance, and capacity-building on youth engagement and prevention for Vermont Network member organizations and partners.
- Represent the Vermont Network in statewide and national public health and prevention spaces.
- Other duties as assigned.

Organizational Responsibilities

- Manifest in daily activities the core values of the organization.
- Use the Network's principles for Constructive Communication.
- Engage Member Organizations and the diverse voices of survivors, their families, and communities to inform all activities.
- Participate in organizational development and strategic planning efforts.
- Contribute to organizational goals related to addressing forms of oppression.

Qualifications

- Any combination of experience and education equal to a Bachelor of Arts or Science Degree in one of the human services or related fields;
- Strong knowledge of the public health approach to prevention and experience applying it in practice.
- Experience collaborating with or working within state agencies, particularly departments of health or similar systems.
- Knowledge of effective strategies for justice, social change, and preventing sexual harm.
- Experience working in partnership with diverse youth and/or cultivating youth leadership.
- Knowledge of healthy youth development frameworks.
- Knowledge of domestic and sexual violence dynamics, impacts, and root causes.
- Demonstrated commitment to anti-oppression work and ending gender-based violence.
- Minimum of four years of relevant professional or volunteer experience.
- Strong relationship-building and cross-sector collaboration skills.
- Experience with program planning, evaluation, and data use.
- Excellent verbal and written communication skills.
- Strong facilitation and training skills.
- Ability to work collaboratively within a team model.

Equity Statement

The Vermont Network strives to build a diverse and inclusive community. We believe that to support our Member Programs and advance meaningful change, we must honor the cultures, beliefs, and values of those we serve and foster an environment of mutual respect, acceptance, and equal opportunity.

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.