



## Employment Opportunity

### Evening/Overnight/Weekend - Shelter Program Counselor

**The Organization:** SAVE's mission is to strengthen every individual and family we serve with the knowledge and support needed to break the cycle of domestic violence and build healthier lives. In pursuit of this mission, SAVE provides a comprehensive range of direct services to people experiencing domestic violence from immediate crisis intervention to long-term supportive services. SAVE offers competitive benefits and a fun stimulating work environment. We are focused on continually improving our survivor-centered, trauma-informed work and meeting the needs of the diverse communities we serve.

**The Position:** The Shelter Program Counselor (SPC) is responsible for staff coverage during varied/flexible shifts including morning, evening/late night, overnight, holiday and weekend hours; providing support and back-up to other shelter staff (both administrative and programmatic) and direct services to shelter clients and their dependents. The SPC responds to the 24 hour crisis hotline and provides advocacy, information and referrals to those who have experienced domestic violence in the community. Additionally, the SPC is responsible for maintaining and updating shelter program data, administrative files, ordering and maintaining shelter food and supplies, and ensuring the cleanliness and general maintenance of the shelter facility.

**The Ideal Candidate:** Are you looking for a great place to work with a team atmosphere? This is an opportunity that you cannot pass up. You can utilize your passion as an advocate to support those who are experiencing domestic violence and partner with them on their journey of healing. As a part of the SAVE shelter team you will work closely with individuals who share the same passion to help people navigate systems that may be overwhelming, find ways to keep channels of support open and face challenges with humility.

Candidates for this position will demonstrate an understanding of the specific issues faced by people impacted by domestic violence. Candidates who are bilingual and bicultural and who have lived experience with domestic violence are strongly encouraged to apply.

**Status:** Part Time, Nonexempt

**Location:** Fremont, CA

**Hours:** Varies/flexible, 28.0 – 36.0 per week

**Salary:** The salary for this position is \$16/hr

**Benefits:** Comprehensive benefit package, 403(b) retirement plan, paid holidays, vacation and sick-time

**Description of duties: (including but not limited to)**

- Work closely with the Lead-Shelter Program Counselor and the Shelter Program Manager to develop programming and activities for the families residing at the SAVE shelter.
- Provide advocacy, crisis intervention, peer counseling, information and referral services for shelter clients and hotline callers.
- Perform shelter intakes and exits as needed.
- Orient new residents to the shelter in a welcoming manner.
- Conduct weekly room meetings.
- Provide client transportation as needed.
- Coordinate with other shelter staff to ensure continuity of services to address clients' needs.
- Communicate important incidents involving clients to the appropriate shelter staff.
- Perform duties which help maintain the smooth operation of the shelter facility including cleaning and maintenance of the food and linen pantries, house laundry, observation and report of needed repairs, inventory, care of donations...etc.
- When single-shifted, assume responsibility for safety and security of the safe house.
- Assist shelter program staff in maintaining client and programmatic data and files.
- Maintain accurate records and documentation of services to input into the agency data entry system in a timely manner.
- Work closely with the Shelter Program Manager to review shelter data, manage inventory, conduct purchases and organize shelter program budgets.
- Assist in the training of volunteers as needed.
- Attends all required meetings, including staff meetings, trainings, consultations and retreats.

**Qualifications:**

Ability to perform the duties described above. A typical means of acquiring those abilities would be:

- Education or experience equivalent to a Bachelor's degree in Psychology, Human Services, Social Work or related field.
- At least 2 years' experience providing similar services in a residential or crisis services setting.
- At least six months' experience working with domestic violence issues.
- Bilingual skills or bicultural experience preferred.

**Employment is contingent upon passing a background investigation.**

**Requirements:**

- Thorough understanding and demonstrated record of commitment and sensitivity to intimate partner violence, including comprehensive knowledge of signs, cycles, types, and risk factors for abuse, victim resources, related policy developments, and domestic violence current news and events.
- Ability to work effectively, cooperatively, and respectfully with staff, volunteers, clients, and community members regardless of race, ethnicity, national origin, partner status, faith, age, socio-economic status, gender identification, and physical or mental ability.
- Strict adherence to organization's confidentiality and privacy policies, and the ability to recognize sensitive issues.
- Demonstrated understanding of the challenges faced by domestic violence survivors experiencing homelessness.
- Demonstrated understanding of the challenges faced by youth impacted, primarily or secondarily, by domestic violence.
- Demonstrated understanding of the challenges faced by marginalized, unserved/underserved communities.
- Demonstrated understanding of a client centered, trauma informed approach to working with people experiencing domestic violence.
- Ability to adapt to a variety of environments or work demands.
- Ability to maintain a high level of consciousness and sensitivity to client needs and domestic violence issues.
- Ability to support and respond with humility to diversity.
- Ability to work in a crisis-oriented environment and respond appropriately to a person in crisis.
- Demonstrated commitment to the mission and values of SAVE.
- Ability to work independently as well as part of a team.
- Willingness to work flexible hours including evening and weekends. Willingness to adjust schedule on a weekly basis if needed, as directed by the Shelter Program Manager.
- Computer literate with knowledge of MS Office (Word, Excel, Outlook, Publisher) and client tracking databases.
- Must possess a valid California driver's license, insurance, and access to an automobile. Proof of insurance and loss payee endorsement is required. Must meet agency's driving requirements.
- Must have completed or be willing to complete the state-mandated 40-hour domestic violence counselor training.

**Equal Employment Opportunity:**

As an equal opportunity employer, SAVE supports equal opportunity for employment and advancement free of race, color, religious creed, ancestry, national origin, age, sex (includes sexual harassment) pregnancy (childbirth or related medical conditions), marital status, sexual orientation (heterosexuality and bisexuality), medical condition (cancer and genetic characteristics), mental and physical disability (includes HIV and AIDS), political affiliation/opinion, Veteran's status, or request for family leave. SAVE is committed to ensuring that the work environment of SAVE employees are free from discrimination, harassment, and retaliation.

**Applicants with Disabilities:**

Reasonable accommodation will be made so that qualified disabled applicants may participate in the application process. Please advise in writing of special needs at the time of application.

To apply, submit a resume and cover letter to [heatherm@save-dv.org](mailto:heatherm@save-dv.org)

The position will remain open until filled.

For a complete job description, visit our website, [www.save-dv.org](http://www.save-dv.org)