



summary

Do you value personal and social transformation?

[The Iowa Coalition Against Sexual Assault](#) seeks a TA (Technical Assistance) & Survivor Services Coordinator to join our team in providing guidance, inspiration, and support to the anti-sexual violence field. We are looking for outstanding relationship-builders and communicators, who enjoy solving complex problems. We value both life experience and professional credentials. Our work is highly specialized, and all positions at IowaCASA require and receive on-the-job training. We encourage applicants with a wide range of work experience to apply.

who we are

IowaCASA provides guidance on preventing and responding to sexual violence to advocacy programs, other community organizations that prevent harm and support survivors, and statewide systems. Our guidance and support take place in individual consultations and mentoring, training and presentations, and publications. Our approach is survivor-centered, anti-oppressive, and strengths-based. We know that sexual violence is complex, with myriad effects on survivors, their loved ones, community institutions, and social systems. We provide support that empowers organizations and communities to be creative and responsive in how they prevent violence and provide services and advocacy that work for whole communities.

People who thrive at IowaCASA:

- Understand that this isn't just a job. The work is about trying to change ourselves and the society we live in. They engage in self-reflection for personal growth.
- Are self-advocates. They balance respecting leadership with proactively bringing up conversations about organizational needs.
- Have some humility and know that they don't know all the answers.
- Are patient.



- Value feedback about people’s emotional experiences and the quality of relationships between people, as well as more quantitative evaluation data.
- Can work as part of a team and move work forward independently.
- Draw on both lived experiences and knowledge that comes from reflection, conversation, and research in carrying out their duties.
- Have some aptitude to understand and use the Internet, email, and Microsoft Office.

what you'll do

IowaCASA’s TA & Survivor Services Coordinator develops and provides technical assistance, training, and resources to advocacy programs and allied organizations across Iowa regarding meaningful sexual violence services and meaningful collaboration with communities of color. The TA & Survivor Services Coordinator is well-versed in the needs of survivors of sexual violence, communities of color and other underserved groups, and the challenges presented by COVID. This means that you will:

- Tailor assistance to the unique needs of comprehensive sexual assault, culturally specific, and emergency sheltering programs, as well as organizations that serve youth and adolescent survivors.
- Ensure that member programs have the capacity to implement virtual services; ensure the continuity of sexual assault services; and provide supports for sexual assault survivors impacted by the ongoing COVID-19 virus.
- Provide support, training, and technical assistance to the 16 funded SA ARP grantees to support the continuity of sexual assault victim services in Iowa including topics such as outreach techniques, mobile advocacy, and confidentiality concerns when providing virtual services and services to youth in particular.



- Facilitate training and technical assistance for organizations doing sexual violence prevention work with Spanish-speaking youth and adolescents and develop culturally relevant Spanish-language educational materials for the Latinx community about preventing sexual violence and supporting survivors.
- Develop and support a cohort of youth- and adolescent-serving agencies to enhance their survivor-centered policies with trauma-informed principles.
- Implement different projects as IowaCASA's strategic plans and opportunities evolve.

**keys to
success**

To be successful in this position, you are someone who:

- wants to end sexual violence, racism, and other oppressions
- sees sexual violence and oppression as societal problems with a variety of causes and contributing factors
- enjoys working on a variety of projects and tasks
- sees the diversity of communities across Iowa
- takes initiative and uses creativity
- wants to learn and grow

[Studies have shown](#) that women, nonbinary folks, and People of Color are less likely to apply for jobs unless they believe they meet every single one of the qualifications as described in a job description. We are committed to building a diverse and inclusive organization and we are most interested in finding the best candidate for the job. That candidate may be one who comes from a background less traditional to our field of work, and that's okay. We would strongly encourage you to apply, even if you don't believe you meet every one of the qualifications described.



**what else
you should
know**

We are an equal opportunity employer, and we make a particular effort to recruit people of color to apply for open positions. IowaCASA strives to be an actively anti-racist organization and acknowledges that this is a work in progress.

The salary for this position is \$60,000, with an excellent benefits package that includes health, dental, and life insurance, retirement, generous paid leave, and flexible hours. Because we know that the practice of salary negotiation can contribute to pay inequities, this starting salary is non-negotiable. Our compensation structure—as well as our approach to future compensation adjustments—is transparent to all employees.

The TA & Survivor Services Coordinator is a full-time, exempt position that is solely grant-funded. This position requires in person work at the Des Moines office. When travel is safely possible, this position requires statewide travel (approximately 3-5 days per month).

Verbal and written fluency in Spanish and English is a business necessity for this position.

how to apply

Positions open until filled, with preference given to applications received by October 14, 2022. Send letter of interest, resume, and list of three references to jobs@iowacasa.org. Please use “TA & Survivor Services Coordinator” in the subject line of your email. Incomplete application packages will not be considered.