

Job description

Position Classification: Part Time, In Person, 10 hours/week

Reports to: Director of Innovation

Compensation: \$23-\$26/hour

Ignite Change is a trauma-informed and Healing-Focused Care intervention program offered to men who have a history of violent, abusive or destructive behavior in their intimate partner relationships. Ignite Change uses Journey Toward Legacy, a curriculum developed from groundbreaking research on developmental, socio-cultural and generational trauma, adverse childhood experiences (ACE's) and toxic stress. Journey Toward Legacy is designed to resolve the ongoing impact of trauma which shows up most harmfully in the world view, self-concept, perceptions, and emotional dysregulation which underlie violent and abusive behaviors.

Job Purpose: To support men in a journey of healing and recovery from their own experiences of trauma and adversity so that they are able to show-up responsibly, fully, lovingly, and authentically in relationship with their partners, children, family and community.

The Ignite Change Co-facilitator is charged with:

Specific Responsibilities:

1. Co-Facilitation

- Co-facilitate a minimum of two, 2-hour, in-person classes/week, implementing the Journey Toward Legacy curriculum as it is designed. All classes will be offered from 6pm-8pm in the evenings in either St Johnsbury or Newport. In total, each class requires approximately a 3.5 hour time commitment (1 hour of set up, 2 hours of co-facilitation, and .5 hours of clean up).
- Meet on a weekly basis outside of group to prepare with facilitator team for that week's curriculum delivery. Additionally, review with self and team about any upcoming

challenges and/or opportunities with active and incoming participants. Apply self reflection to attain awareness about role of self in the success/challenges of upcoming interactions.

- Practice compassionate accountability by actualizing conscious choice, setting clear expectations, supporting men to achieve expectations, understanding the journey is not linear, allowing the flow of natural consequence positive or negative, and holding an open space for the journey to continue.

2. Support Client Readiness

- Conduct 1, one-on-one introductory sessions (intake) per week providing opportunity and space for men to share their personal story, gain an experience of someone seeing their Authentic Self, and explore together what happened to them.
- Co-facilitate one weekend, 6-hour, group session every 2-3 months (orientation) to further prepare participants to begin their work in Ignite Change. Offer additional information about the program's approach and content, as well as begin developing intrinsic motivation and shared sense of community.
- Provide as-needed one-on-one coaching, support, internal & external referrals to appropriate social services to assist participants' healing journey, personal stability and thriving.

3. Collaboration, Communication, and Record-Keeping

- Record and maintain accurate and complete information in client management database (e.g., scheduling, client & referral contact, outcome of appointments, attendance and participation in class sessions).
- Work in collaboration with team members from Umbrella as per program design for the purposes of partner contact, safety and accountability, and evaluation.
- Provide thorough and clear communication in a timely fashion, both verbally and in writing, to forge productive, accountable and trusting relationships with referral sources, probation and parole agents, Domestic Violence Court Judges, Umbrella, program participants, and other team members.
- Work in collaboration with criminal system, including District Attorney's Office, Department of Corrections, Domestic Violence Court Judges, and Police as necessary to ensure safety of victims and children.

- Conduct client and program evaluation assessments as per evaluation design.
- Perform administrative responsibilities as assigned, and as necessary, to ensure successful operation of the program, and work with the team continuously to improve and create further efficiencies in operations.
- Build honest, authentic, and trusting relationships with co-facilitator and other team members to continue to learn and grow together, hold each other accountable, and advance the culture of Healing Focused Care and Vision of Umbrella.

4. Personal Integrity and Learning

- Be on time, prepared, fully present without distraction, and open to learning for all meetings, classes, appointments and required activities.
- Be willing and open to filling-in for other staff when necessary, and for taking on new and other responsibilities when identified, necessary, prioritized or deemed essential.
- Understand self as a learner throughout each step of the process and job.

Required Experience

- Training and/or experience in group facilitation / co-facilitation
- Training and/or experience in developmental trauma and trauma informed practice.
- Training and/or experience in motivational interviewing.
- Training and/or experience in gender-specific programming.

About Umbrella

Umbrella's mission to cultivate a Northeast Kingdom where all people thrive free from abuse and oppression. Our vision is to be an organization whose work and impact are elevated by high quality and cared for staff and volunteers, an inspirational communication strategy, a diverse and healthy funding pipeline, a commitment to learning and improving and in inclusive and open environment for all.

Umbrella provides equal employment opportunities to all employees and applicants for employment without regard to race, color, religion, sex, national origin, age or disability.

To Apply

Interested applicants should send a cover letter **and** resume to Olivia Plunkett, Director of Innovation at olivia@umbrellanek.org by May 22, 2024.

Job Type: Part-time

Pay: \$23.00 - \$26.00 per hour

Expected hours: 10 per week

Schedule:

- Monday to Friday

Application Question(s):

- What is your understanding of accountability? How do you see compassion playing a role in someone's ability to take accountability?
- How do you feel about people who have caused harm to their intimate partner?

Ability to Relocate:

*We are hiring for 2 positions, one in each location, St Johnsbury and Newport

- Newport, VT 05855: Relocate before starting work (Required)
- St Johnsbury, VT, 05819: Relocate before starting work (Required)

Work Location: In person