



After-hours Victim Advocate (Part-time)

Rebuilding Hope Sexual Assault Center is seeking to hire a passionate and capable individual to serve as an After-hours Victim Advocate with a focus on weekend after-hours coverage.

Rebuilding Hope's mission is to provide support, promote healing, and partner to end sexual violence. Rebuilding Hope aspires to build communities that do not tolerate oppressive social norms, behaviors, or systems that promote sexual violence or exploitation. Communities where those who have been harmed are believed and supported in pursuit of their individual paths of healing. Communities where sexual violence does not exist, and their people are educated and empowered to center full choice, consent, and safety. For 50 years, Rebuilding Hope has served as the sole community sexual assault center and only state-accredited Community Sexual Assault Program to Pierce County and, since 2023, to Kitsap County.

We are seeking candidates for this position who are passionate about supporting 24-hour access to confidential, community-based, trauma-informed, and survivor-centered crisis intervention, information and referral, general, medical, and legal advocacy to survivors of sexual assault and abuse and their loved ones.

Rebuilding Hope is committed to developing a team of staff who reflect the diverse demography of our community and who represent the populations who are disproportionately impacted by violence. We strongly encourage members of our Black, Tribal, 2SLGBTQIA+, culturally diverse, and differently-abled communities to apply.

Nature of Work

This is a Per Diem position involving extensive, independent contact with sexual assault victim-survivors, their families, and those who support them in Pierce & Kitsap Counties and statewide. The employee in this position is subject to the policies and procedures of the agency, the program, and the direction of the Advocacy Department. This work involves providing remote and in-person direct advocacy and support services to primary and secondary victim-survivors of sexual assault and abuse. This is a non-exempt, part-time position.

Primary Objective: The After-hours Victim Advocate (furthermore referenced as "Advocate") provides immediate phone and online response and support to survivors of sexual assault and abuse during after-hours, weekends, and up to 13 observed holidays. This includes coverage of the 24/7 helpline for Pierce and Kitsap County, the regional statewide helpline, and referrals to



ongoing services. This Advocate acts as a primary responder for the agency during shifts from Monday to Thursday, 4 PM-8 AM, Friday at 4 PM to Monday at 8 AM, and up to 13 observed holidays, and will be responsible for coverage for a minimum of three 8-hour hotline on-call shifts a week. This advocate can also be eligible to work occasional business hours upon approval from the Advocacy Department Manager.

Responsible to: Advocacy Department, specifically Advocacy Supervisor and/or other designee.

Advocacy Responsibilities:

Client Service

- Respond to confidential helpline calls during after-hours and the weekend.
- Offer information, referrals, crisis intervention, and safety planning.
- Connect survivors to ongoing services, including legal, medical, and general advocacy.
- Conduct client follow-up contact as needed and assigned during the weekend.
- Assist with referrals to Rebuilding Hope therapy and specialized advocacy programs.
- Assist with referrals to statewide community agencies for client follow-up.
- Provide culturally responsive, trauma-informed support to diverse communities, including coordination of partnered 24/7 phone interpretation services.
- Flexible work style to meet the needs of clients.
- Additional Departmental duties as assigned.

Meeting and Training Requirements

- Complete 30+ hours of sexual assault training (provided by Rebuilding Hope or other approved Advocacy Core training).
- Must maintain at least 12 hours of ongoing training annually that is approved by the Advocacy Department Manager.
- Attend monthly advocacy meetings and trainings with advocacy staff (every 3rd Friday of every month).
- Other meetings and trainings as required.

Administrative

- Uphold all agency and Departmental Policies and procedures, to include the Confidentiality Policy and Mandatory Reporting Policy.



- Complete all client and service paperwork and reporting, including releases, consent forms, and database entries, in a timely, thorough, and accurate manner in accordance with Advocacy Department Policies.
- Advocates are expected to remain available and fit for duty during all scheduled on-call shifts and be able to provide advocacy services with appropriate judgment, professionalism, and responsiveness.
- Submit all timesheets and requests for reimbursements to the Advocacy Department Supervisor in accordance with the predetermined deadlines/due dates.
- Rebuilding Hope mission, philosophy, and goals, and victim/survivor empowerment.
- Excellent organizational skills.
- Additional agency duties as assigned.

Distinguishing Characteristics

The After-hours Victim Advocate must demonstrate competency in the following areas: a working knowledge of the issues involved in sexual violence and how individuals recover from sexual assault; strong communication and listening skills; ability to work with diverse groups; and commitment to RHSAC goals and victim empowerment. The Advocate must also demonstrate leadership skills and the ability to work independently to work with short-term clients and community partners.

Qualifications

The Advocate must have extensive working knowledge and awareness of the basic issues involved in sexual violence, child sexual abuse, and trauma. This employee must demonstrate an effective ability to engage with clients, Rebuilding Hope staff and affiliates, and community professionals and partners. Effective time management, the ability to balance multiple responsibilities to ensure timely completion of documentation, and excellent oral and written skills are required. Strong knowledge and experience working with Microsoft Office and Google Drive/Apps is also preferred.

The desired experience and training for the After Hours Victim Advocate includes:

- a **bachelor's degree** in Human Services (or equivalent),
- plus at **least one year of experience** in providing advocacy or direct human services;
- or a **combination of four years of relevant education, training, and experience**, to include direct client or human services.

Transportation: If travel is requested mileage and other direct transportation expenses are reimbursed for this position. The Advocate must be able to provide a valid driver's license and proof of current, personal automobile insurance valid for Washington state.



Position Details:

This is a Per-Diem, part-time, non-exempt position. This position pays \$26/hour for hours of direct service and work completed, in addition to a \$40 stipend for every 8-hour on-call shift. Rebuilding Hope is an equal opportunity employer. Candidates must be able to pass a fingerprint background check that covers Washington state and national jurisdictions, and motor vehicle records. This position is eligible for some benefits, including paid sick accrual and agency retirement contributions. This position will be open until filled.