

**Our Deaf Survivors Center, Inc.**  
P.O. Box 2276  
Worcester, MA 01613-2276  
www.odscma.org



**Job Title:** Victim Advocate - Western Massachusetts( Full time- 37.5 hours)

**Reports to:** Advocacy Program Manager

**Deadline to Apply:** February 8, 2025



**Overview:**

Our Deaf Survivors Center, Inc. (ODSC) is a non-profit organization that provides assistance to Deaf/Hard of Hearing individuals who are impacted by domestic and sexual violence. We offer a comprehensive program that includes advocacy, support services, education, and training to improve awareness of cultural and linguistic considerations among service providers who work with such individuals.

**Mission Statement:**

ODSC, Inc. serves individuals impacted by domestic and sexual violence in Deaf communities by providing culturally sustaining resources and services.

**Position Summary:**

The Victim Advocate (VA) supports ODSC's advocacy services by providing comprehensive advocacy services for Deaf, Hard of Hearing, Late-Deafened, and DeafBlind survivors of sexual and domestic violence throughout Massachusetts, offering support at every step of their journey. As a dedicated member of the team, the VA upholds ODSC's core values of collaboration, cultural affirmation, and community-led compassionate care, to provide crisis intervention, advocacy, and referral services to survivors.

**Key Responsibilities:**

The ODSC's Victim Advocate will:

- Provide direct services such as:
  - Medical advocacy: Assisting with medical care and communication access needs.
  - Safety planning: Develop a comprehensive safety plan with survivors that is individualized and considers ways to remain safe in different situations.
  - Legal advocacy: Crisis intervention including assistance with Restraining Orders (RO) and accompanying survivors to court appearances.
  - Emotional support: Providing ongoing support and working towards preventing future violence.
  - Economic Advocacy and Empowerment: Support survivors in rebuilding and gaining self-sufficiency after domestic violence.
- Provide information and referral services, connecting survivors with other service providers to address housing and independent living needs.
- Collect data to document service delivery and gather demographic information about survivors of domestic and sexual violence.

- Network with sexual/domestic violence agencies, shelters, community-based organizations, and statewide agencies.

### **Qualifications and Experience:**

- Bachelor's or Associate degree in human services or a related field of study; alternatively, a minimum of 5 years of experience in direct care, independent living, case management services, or sexual/domestic violence services.
- Fluent in American Sign Language (ASL) and English.
- Demonstrated commitment to and experience in providing trauma-informed support to survivors of domestic and sexual violence.
- Knowledge of Sexual and Domestic Violence dynamics and related issues is essential.
- Strong interpersonal and communication skills.
- Dedication to promoting equity and inclusion among survivors, team members, and community members.
- Ability to work both independently and collaboratively as part of a team.
- Ability to maintain confidentiality and protect confidential data.

### **Position Requirements:**

- Completion of 35 hours of Sexual Assault training and 25 hours of Domestic Violence training within the first year of hire.
- Ongoing commitment to 6 hours of Sexual Assault and 12 hours of Domestic Violence training annually, with encouragement to participate in additional relevant training.
- Attendance at regular supervision sessions, team meetings, and all-staff meetings.
- Flexibility in working hours to meet the demands of the position.
- Basic proficiency in computer and internet use.
- Travel is required; must possess a current and valid motor vehicle driver's license and have reliable transportation.

### **Salary & Benefits:**

The hourly rate for this position is \$20-\$25 per hour, commensurate with experience and aligned with the organization's annual operating budget. Partial benefits are included in this position.

### **To Apply:**

Submit your resume, cover letter, and three professional references (including names and contact information) to [careers@odscma.org](mailto:careers@odscma.org). Please use the subject line "Victim Advocate Application - [Your Name]". If you prefer, you may also include a link to an ASL video of your cover letter.

**Please note that the selected candidate will undergo a background check, which includes a review of Criminal Offender Record Information (CORI). Additionally, possession of a valid driver's license and car insurance will be required.**

*We are an equal opportunity employer, and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, age, national origin, physical or mental disability, sexual orientation, gender identity, genetic information, military service, pregnancy or pregnancy-related condition, or because of marital, parental, or veteran status.*