

POSITION TITLE: Vice President of Intervention Services

FUNCTION:

Serves as a strategic Agency Leader that is both internally and externally facing for intervention services. Promotes effective strategies for the Agency's mission. Leads through a strategic framework to promote and sustain effective cross-sector collaborative relationships with community partners to address gender-based violence. Promotes continuous learning improvement practices to optimize the Agency's implementation of best practices and emerging practices in the field for trauma-informed response. Responsible for the oversight of Directors/Coordinators at the Agency regarding intervention services. Responsible for ensuring strong partnerships with regional systems (laws enforcement, hospitals, victim service agencies, campuses, etc.) to address critical response to gender-based violence.

QUALIFICATIONS:

Strong written and verbal communication skills. A leader who models and navigates critical conversations with a strong advocacy lens and collaborative nuance. Project Management skills in priority setting and a pro-active leadership in establishing strategic timelines, deliverables and evaluation. Critical thinking and ability to demonstrate effective issue-spotting and problem-solving skills. Must model core values of the Agency.

BA/BS in Education or Human Service-Related Field or equivalent experience required. 3-5+ years of experience in field (SA, DV, crisis intervention with victims, advocacy) required. 1 to 2 years of experience delivering direct services in field required. 2+ years supervisory experience in field required. Demonstrated management and/or administrative ability required. Demonstrated ability to design, deliver, and evaluate training / education required. Experience in grant reporting, and relationship and coalition building preferred. Computer literacy (MS Office, databases, email, etc.) required.

RESPONSIBILITIES & EXPECTATIONS:

Programming Leadership

- Provides innovative and strategic leadership with talent management to intervention departments to drive optimum achievement of Agency' mission.
- Executes with strategic leadership of Agency vision and strategic goals to achieve metrics outlined in Strategic Plan.
- Reports out on analysis of Agency's survivor services outcomes, with a focus on continuous learning improve and identifying areas of emerging need and opportunity to improve services
- Provides oversight of intervention policies, practices, and tools for services provided.
- Provides budget recommendations, oversight, and sound financial decisions in partnership with COO and CFO and other team members.

Outcome Analysis of Survivor Services & Continuous Improvement

- Analysis of evaluation regarding program goals, outcomes, input from staff, management.
- Conducts quality assurance and review processes to ensure maintenance of highly accurate

records / reporting systems / statistics and reports for intervention services

- Leads and participates in the on-going process of evaluation and revision of policies, procedures and forms as appropriate for survivor services.

Direct Supervision of Staff

- Serves as a Leader that amplifies talent management at the Agency.
- Leads and manages Directors who oversee intervention services.
- Conducts Performance Management (goal setting, ongoing performance feedback/coaching, reviews, development support, documentation, and responsible for hiring and exit processes)
- Participates in compensation recommendations and decisions.

Community Leadership

- Develops and maintains effective, professional, and collaborative relationships with Agency staff, Board, and community partners in all 4 county service regions.
- Promotes teamwork and cohesiveness.
- Exercises discretion when representing the Agency and maintains confidentiality in interactions within community as appropriate.
- Consistently advances the Agency and promotes positive public relations.
- Operates from a lens of critical analysis in issue-spotting, problem solving and identifying unmet needs in the community that the Agency can collaborate with other leaders to address to reduce gender-based violence and improve systems for survivors.
- Advocates as a key leader for effective regional response with victim service systems to reduce barrier to survivors and to promote trauma-informed response and referrals.

OTHER REQUIREMENTS: To facilitate Agency effectiveness, may be expected to take on other duties assigned. Availability of transportation is required.

ACCOUNTABILITY: COO

HOURS: Full Time

PAY BASIS: Salary, Exempt

BENEFITS: As stated in the current Human Resources Policy Handbook

WORK LOCATION: 215 E 9th Street, Floor 7, Cincinnati, OH 45202 – Hybrid work from home option may be available following the initial 90 day start period

CONFIDENTIALITY: May be involved in confidential personnel, and interagency issues. Responsible for client confidentiality.

WHW is an equality and equity opportunity employer. WHW believes in equity and inclusion and welcomes diversity of experience and expression at the Agency in recruitment, hiring, training, compensation and promotion of diverse talent.

4/2023