

CAASE New Position Announcement

Chicago Alliance Against Sexual Exploitation (CAASE) Director of Community Engagement

307 N. Michigan Ave, Suite 1818
Chicago, Il. 60601
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Contact: Kaethe Morris Hoffer, CAASE Executive Director
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Reporting to the Executive Director, and serving as an integral member of the senior management team, the **Director of Community Engagement**, a new position, will be responsible for developing and leading CAASE's efforts to become more accountable to and engaged with survivors of sexual harm, including by increasing CAASE's relationships and partnerships with those communities in Chicago which are disproportionately vulnerable to and targeted with diverse forms of sexual violation. The position will have leadership responsibilities for helping CAASE--both internally and externally--enhance and grow its intersectional equity and diversity and inclusion practices. Job Responsibilities include:

Organizational and Departmental Leadership

- Work closely with CAASE's management team to develop systems and strategies for operationalizing those elements of CAASE's new 3-year Strategic Plan which relate to Community Role and Intersectional Equity.
- Establish strategies for facilitating and maintaining relationships with community partners that promote CAASE's mission, vision and values.
- Implement systems for assessing and improving how CAASE staff, across programs, engage with various and diverse communities in the Chicagoland region.
- Work closely with CAASE's management team to ensure strategic alignment between all the pillars of CAASE's work: Community Engagement; Legal Services; Prevention Education; and Public Policy and Advocacy.
- Represent CAASE in public spaces, including media.
- Working closely with the Operations Department, draft the annual Community Engagement program budget; monitor expenses throughout the year ensuring adherence to budget.

Community Engagement and Organizing

- Develop and maintain procedures for responding to training and presentation requests that align with strategic priorities.
- Develop, track, and manage relationships with a broad base of constituents in Chicago/Cook County (including but not limited to social service agencies, community-based organizations, and faith-based institutions), with a particular focus on developing relationships with those who are, serve, or represent traditionally underserved and marginalized communities (including girls and women, racial and ethnic minorities,

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immigrants, LGBTQ folks, people with disabilities, low-income people, and those who live at the intersections of one or more of those identities).

- In collaboration with the Policy Director, build strong support for CAASE policy initiatives within the community and build/maintain CAASE's ability to engage in intentional and strategic support for community partner policy initiatives.
- In collaboration with the Legal Director, build strong relationships with organizations whose constituents could benefit from CAASE's legal services.
- Develop and implement processes to improve CAASE's ability to receive and act on community feedback and input, including specifically feedback and input from individuals with a lived experience of being sexually harassed, assaulted, raped, or exploited in prostitution.
- Identify and develop opportunities for survivors and survivor-leaders to influence and/or lead initiatives.

Program Management and Development

- Assist the Development Department in the preparation of Grant Proposals and Reports, in order to maintain and increase the capacity of the Community Engagement Department.
- Create and follow (or modify as necessary) annual plans which serve CAASE's Strategic Plan and have measurable goals and outcomes.
- Supervise department to ensure programmatic success.
- Excel in interpersonal interaction, have keen listening skills, strong ability to guide others at differing levels of experience, and ability to teach and be taught by colleagues and staff.
- Promote a culture of high performance and continuous improvement by taking part in, and promoting for others, professional development and engagement activities.

Status: Full Time. Exempt.

Reports to: Executive Director

Education & Experience

- Minimum 7 years experience, with demonstrated leadership in organizing, community engagement, relationship management, public speaking, and project management. Education may be substituted for experience, particularly education with a focus on social work, social justice, education, or racial/gender studies;
- Excellence in organizational management with the ability to develop high-performing teams and set and achieve strategic objectives;
- Past success working with communities, with the ability to cultivate existing relationships and establish new relationships;
- Strong interpersonal skills with the ability to engage a wide range of stakeholders and cultures; Ability to relate to diverse actors in a supportive manner and to be effective in a variety of settings, including the ability to carry messages across different audiences.
- Deep understanding of community context and/or ability to quickly learn community context. Ability to understand the various dynamics at play in vibrant, diverse

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communities and develop personal relationships through spending time and being an effective listener and community partner.

- Strong written and verbal communication skills, a persuasive and passionate communicator (and presenter/educator) with excellent interpersonal and multidisciplinary project skills;
- Ability to handle a variety of projects and assignments at once while maintaining sense of urgency and attention to detail

Qualifications:

- Candidate must be committed to practicing intersectional equity in all facets of the work, feminist principles, and ending the perpetration of sexual harms in Chicago and Illinois.
- Candidate must be: Action-oriented, adaptable, community-centered and have an innovative approach to organizing and community engagement;
- Demonstrable passion for CAASE's mission, idealism, integrity, and a positive attitude are highly preferred attributes.

Organization Values: CAASE is a feminist organization, committed to ending all forms of sexual exploitation including specifically sexual assault and prostitution. CAASE is opposed to all forms and manifestations of inequality, including but not limited to those based in race, sexual orientation, and gender. CAASE does not discriminate against job applicants or employees on the basis of race, color, age, order of protection status, physical or mental disability, national origin, religion, sex, sexual orientation, gender identity, national origin, ancestry, marital status, military status, or unfavorable discharge from military services. CAASE supports a woman's full access to reproductive health information and services.

Salary and Benefits: CAASE provides a competitive benefits package, including health, dental, vision, short-term disability insurance and paid time off. Salary low-seventies, negotiable depending on experience.

Application procedure: Applications will be accepted until the position is filled. To apply, send resume, cover letter, writing sample (see further instructions below), and list of references to Kaethe Morris Hoffer, Executive Director, via email (preferred) at kmh@caase.org or by mail at 307 N. Michigan Ave., Suite 1818, Chicago, IL 60601. No phone calls please.

Writing Sample Requirements: Writing sample must be 600 to 1500 words and should convey compelling information about CAASE's work and mission. Writing sample may be in the form of an answer to the following question: "How can organizing and activism centrally concerned with sexual violation be more effectively allied with and accountable to the diverse communities (including girls and women, racial and ethnic minorities, immigrants, LGBTQ folks, people with disabilities, low-income people, and those who live at the intersections of one or more of those identities) who are disproportionately sexually harassed, assaulted, and exploited in the sex trade?"