



OUTREACH AND ADVOCACY SPECIALIST

Job Title:	Outreach and Advocacy Specialist
Location:	Newport & Bristol Counties Hybrid
Employment Classification:	Exempt
Schedule:	Tuesday - Friday
Hourly Rate or Salary:	\$39,600-\$44,000

Working at the Women's Resource Center

The WRC is a great place to work! We are a diverse, dedicated team working to end domestic violence through high-quality, trauma-informed care. Our work is made possible by exceptional staff, whom we support with competitive benefits, flexible hybrid schedules, and a family-friendly environment. We invest in employee growth, leadership, and self-care, with every team member contributing to our shared, innovative vision for the future.

Benefits

Health and dental insurance (employer pays 75% of individual), supplemental insurance, paid holiday, vacation, sick, and personal time, retirement plan with employer match, employee assistance program, employee wellness program, 4-day workweek, hybrid work model, family-friendly environment.

About Women's Resource Center

The Women's Resource Center empowers survivors by providing trauma-informed services with equity and compassion while working collaboratively with the community to eliminate the root causes of interpersonal abuse. We envision an informed, supportive, and thriving community free from oppression and abuse, with a shared commitment to the safety of all. The Women's Resource Center is committed to:

- Providing comprehensive quality services in a warm, supportive, and inclusive environment, with respect for the dignity of our clients and their families.
 - Promoting the safety and well-being of all members of our community by being actively involved in addressing root causes.
 - Building awareness of interpersonal abuse and shifting community norms through advocacy and education.
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- Innovating and improving our programs, services, and operations with an emphasis on trauma-informed practices.
- Working collaboratively and openly with our board of directors, staff, funders, other agencies, and the community.
- Recruiting and maintaining a diverse and representative staff and board of directors that are deeply engaged and highly committed to our mission.
- Investing in our staff, our greatest asset, and offering a safe, supportive, and stimulating work environment with fair compensation.
- Developing and maintaining a sustainable financial infrastructure that ensures the capacity and strength necessary to serve the community.

Our Values

EQUITY AND JUSTICE: We believe ending interpersonal abuse requires addressing the underlying systems and inequities that contribute to oppression, as these systems are a root cause of domestic violence and must be eliminated to create thriving communities.

DIGNITY, EMPATHY, AND COMPASSION: We provide trauma-informed services with dignity, empathy, and compassion for our clients and community.

AUTHENTICITY AND INTEGRITY: We serve with authenticity, fulfilling our duties in an ethical, transparent, and accountable manner.

INNOVATION: We are committed to providing innovative and transformative services addressing the needs of the whole person.

Job Summary

Serves individuals, including those who identify as LGBTQ+, with issues surrounding domestic and dating violence, sexual assault, and/or stalking. Partners with organizations locally led by and for the LGBTQ+ community and facilitates referrals to domestic violence (DV) member agencies and other service providers. Focuses on addressing populations with multiple levels of marginalization, such as people of color, immigrants, low-income, housing insecure, and other traditionally underserved individuals. Promotes awareness about domestic violence and services available at WRC. Coordinates and facilitates workshops via A Window Between Worlds (AWBW), a program used to incorporate creative expression into work with trauma survivors.

Essential Job Functions



- Educates on the barriers experienced by LGBTQ+ survivors seeking safety, services, and supportive care, and best practices for effectively supporting LGBTQ+ survivors.
- Collaborates with statewide organizations led by and for the LGBTQ+ communities and other social service organizations who may serve populations with multiple levels of marginalization to ensure culturally competent service provision.
- Develops a service referral process and ensures ongoing process follow-up.
- Provides trauma-informed direct services to victims of domestic abuse including support, advocacy, crisis intervention, safety planning, information, and referrals to victims of domestic violence and sexual assault involved in court proceedings.
- Attends outreach events to promote awareness about DV and services offered by WRC.
- Becomes AWBW certified.
- Integrates trauma-informed art workshops into healing and advocacy work.
- Adheres to agency policies and work rules, including strict adherence to WRC confidentiality policies and code of ethics.
- Maintains client and Agency files, statistics, forms, and other record keeping, as required.
- Attends and actively participates in Agency meetings as required, including department meetings, and regularly scheduled supervision meetings.
- Maintains professional boundaries.
- Maintains current knowledge of changes in policies and procedures, new community resources, and other information.
- Evaluates program outcomes

Qualifications, Experience, and Education

- Prior experience in human services field.
- Basic knowledge of domestic violence issues.
- Basic knowledge of LGBTQ+ related issues.
- Commitment to the mission, vision, and values of the organization.
- Bilingual (Spanish/English/Portuguese) preferred.
- Ability to respond effectively to challenging situations with clients.
- Ability to work with diverse populations.
- Ability to interact sensitively with traumatized populations and to handle crisis appropriately.

Don't check off every requirement? Please apply anyway! Studies show that underrepresented groups – such as women, members of the LGBTQ+ community, and people of color often hesitate to apply unless they meet every single qualification. We are committed to creating an inclusive, diverse,



equitable and accessible workplace that fosters a sense of belonging. If you're excited about a role but don't meet every requirement, we still encourage you to apply — you might be exactly who we're looking for.

Apply

To apply, please send a cover letter and resume to careers@wrcnbc.org

The Women's Resource Center is an Equal Opportunity Employer. The organization does not discriminate against a volunteer, an employee or applicant in employment of conditions or opportunities for employment on the basis of race, color, religion, gender, sexual orientation, gender identity or expression, disability, age, or country of ancestral origin.