

# **JOB ANNOUNCEMENT**

## **GEORGIA COALITION AGAINST DOMESTIC VIOLENCE**

**POSITION:** Director of Training and Capacity Building

**STATUS:** Full-time, Exempt

The Georgia Coalition Against Domestic Violence (GCADV), is seeking a Director of Training and Capacity Building to lead our training and capacity building programs. As part of the Capacity Building Team, this person develops and delivers trainings and other initiatives to build the capacity of domestic violence advocates and programs serving domestic violence survivors from a best practice perspective that is survivor-centered, trauma-informed, and culturally responsive.

This position is hybrid—primarily working remotely, with occasional work from GCADV's office in Atlanta and regular travel throughout the state of Georgia for training events. Ideal candidates will be based in (or willing to relocate to) Metro Atlanta.

### **WHO WE ARE:**

As a statewide, member-based organization, GCADV strengthens the community that is working to end violence and oppression so that all Georgians can thrive. We believe our best chance at ending violence in Georgia is when domestic violence and social justice organizations partner to collectively address its root causes, including racism, misogyny, and LGBTQIA+ discrimination.

We do this by:

- Connecting the diverse community of organizations and individuals working to end violence and oppression to break down silos, learn from each other, and foster collaboration.
- Providing training and hands-on technical assistance to increase the capacity of organizations and agencies that support survivors.
- Identifying gaps in necessary services and using our capacity strategically to pilot approaches that reach underserved survivors.
- Building awareness among Georgians and policymakers about the root causes of violence so they can advocate for more effective policies and services.

Together, we can make sure that all Georgians have access to everything they need to be safe, heal, and thrive. For more information about GCADV visit [www.gcadv.org](http://www.gcadv.org).

### **POSITION OVERVIEW:**

#### **Key Responsibilities**

- Design, develop and deliver trainings to GCADV member programs, state-certified family violence agencies, and other allied professionals to strengthen the core and advanced advocacy skills for working with survivors of domestic violence and/or administrative and

leadership skills for directing a domestic violence organization. Training methods include in-person workshops, multi-day training seminars, webinars, and e-learning courses.

- Participate in GCADV's Capacity Building team and collaborate with other staff members on curriculum development, training logistics, and technical assistance (TA) to member programs, to ensure continuity and effectiveness of GCADV's training and TA activities.
- In collaboration with the Capacity Building Team, lead the process for developing GCADV's annual training and capacity building plan, including strategies and activities that address key training needs of Georgia's domestic violence programs and successfully achieve GCADV grant goals and outcomes.
- Identify and establish contracts with diverse speakers/trainers with expertise on advanced advocacy topics to provide training for Georgia's domestic violence programs. Develop speaker fee contracts and design evaluation forms for each training.
- Assist the Assistant Director of Operations with ongoing management of GCADV's training website, including troubleshooting errors with site users, requesting upgrades and enhancements from the website developers, and tracking and reporting online training completion. Assist other GCADV staff members with utilizing the training website to manage their training events.
- Respond to requests for technical assistance, guidance, and resources from domestic violence programs and other community systems that work with survivors and/or address domestic violence.
- Work both individually and as part of the GCADV team on key strategies and initiatives for promoting culturally responsiveness/humility and antiracism practices within GCADV, local domestic violence programs, and other systems throughout the state.
- Work in collaboration with the Director of Grants Management and Capacity Building Team members to develop and monitor grant budgets, and related expenses, for GCADV's training and capacity building initiatives.

#### **REQUIRED QUALIFICATIONS:**

- Minimum of 4 years working in a local, state, or national domestic violence program or closely allied organization, preferably with experience in a domestic violence shelter environment.
- Minimum of 2 years' experience developing and providing training and/or community education within a variety of settings/audiences, including experience and comfort delivering training through online/virtual platforms.
- Advanced knowledge of domestic/intimate partner violence, dating violence and stalking.
- Understanding of and commitment to promote cultural diversity and humility, as they apply to domestic violence intervention practices, program design, and a healthy and trauma-informed work environment.
- Ability to apply intersectional framework and incorporate anti-racist, anti-oppressive practices and principles to internal and external work.
- Detail-oriented with strong organization and project/task management skills, particularly managing multiple deadlines.

- Excellent interpersonal, oral, and written communication skills, with the ability to effectively facilitate challenging discussions—creating the container for participants to share, explore, and consider new approaches and ways of thinking.
- Strong technological proficiency, including Microsoft Word, PowerPoint, Teams, and Excel as well as the ability to quickly learn new technology programs, platforms, and equipment and independently troubleshoot issues.
- Willingness and ability to travel throughout Georgia for training and meeting events, with occasional overnight travel and/or out of state travel required. Access to reliable transportation is required.
- Ability to work remotely from home, as well as GCADV's Atlanta office, as needed.

**PREFERRED QUALIFICATIONS:**

- Familiarity with significant state (Georgia) and federal laws regarding domestic violence, dating violence, and stalking, as well as understanding of the key systems and processes in Georgia for domestic violence response and intervention.
- Experience with event planning and/or the coordination of meeting/training logistics.
- Strong relationship building skills with the ability to develop and maintain collaborative relationships with a range of diverse individuals, organizations, and systems.

**COMPENSATION:** Salary \$60,000 – 65,000. GCADV provides flexibility, a hybrid office environment and excellent benefits—including 100% employer-paid health, dental, vision, and life insurance; retirement match; and generous paid leave and holidays.

**TO APPLY:** Interviews will be conducted on a rolling basis until the position is filled—applying early is highly recommended. To be considered, please email a cover letter and a resume with your qualifications to [hr-gcadv@gcadv.org](mailto:hr-gcadv@gcadv.org). We will accept applications only by e-mail. NO PHONE CALLS PLEASE. All applications will be kept strictly confidential.

GCADV is an Equal Opportunity Employer. We ensure that all qualified applicants will receive equal consideration for employment without regard to race, color, sexual orientation, gender identity/expression, age, people with disabilities, and survivors of DV.