



*Bangor Office: PO Box 653
Bangor, ME 04402
(207) 945-5102*

*Dover-Foxcroft Office: PO Box 192
Dover-Foxcroft, ME 04426
(207) 564-8166*

NEW Direct Service Advocate Openings in Bangor and Dover-Foxcroft!

Partners for Peace, the domestic violence resource center serving Penobscot and Piscataquis Counties, invites applications for open **Direct Service Advocates positions** in Bangor and Dover-Foxcroft.

The ideal candidates are empathetic, dependable, passionate about our work, and able to support people in crisis. Our team values a sense of humor, a willingness to learn, and direct communication. We offer generous benefits and a supportive and flexible workplace. These are entry-level positions with significant opportunities for on-the-job training and professional growth.

Open Positions: Direct Service Advocates

Classification: Non-Exempt (Hourly)

Work Hours: 40-hour work week between the hours of 8am-5pm and predictable overnight and weekend work related to the 24-hour helpline

Location: Bangor AND Dover-Foxcroft

Travel: Frequent local travel required (Valid drivers' license and reliable transportation required)

Pay/Benefits: starting pay is \$16.83-\$18.32 an hour (\$35,000 - \$38,110 annually), depending on experience, and generous benefits including 100% employer-paid health and dental insurance, retirement matching, and paid time off, including 14 paid holidays annually.

Direct service advocates provide core advocacy services to individuals and families affected by domestic violence, dating abuse, sexual assault, stalking, and human trafficking. Their primary role is to ensure consistent, quality coverage of our 24-hour Helpline and requests for in-person services. Direct service advocacy includes crisis intervention, emotional support, safety planning, and connecting survivors to community resources, e.g., housing, transportation, legal support, healthcare, etc.

Bangor-based Advocates provide services to survivors at the Bangor Resource Center, in various community settings, and on the 24-hour Helpline.

The **Rural Advocate** and **Rural Outreach Advocate** work primarily in the rural areas of Penobscot and Piscataquis counties. Rural advocates provide services to survivors at the Dover-Foxcroft Resource Center, in various community settings, and on the 24-hour Helpline.

The **Rural Outreach Advocate** has a special focus on working with older survivors in addition to the core advocacy functions required of all advocates. The Rural Outreach Advocate participates in interagency networking and relationship building with individuals and



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community groups (healthcare providers, helping professionals, law enforcement, faith communities etc.) to enhance services for victims and survivors of abuse in the rural region.

Essential job functions:

- Provide non-judgmental, empathetic, survivor-centered advocacy and crisis intervention services to individuals and families affected by domestic violence, dating abuse, sexual assault, stalking, and human trafficking
- Collaborate with the Helpline Coordinator and other advocates to ensure high quality support for survivors, and to engage with community partners to ensure appropriate referrals.
- In addition to the regular workday, advocate positions require working several overnight HelpLine shifts and at least one weekend day shift per month. On-call advocates are expected to provide confidential service from their home (if working remotely), and to occasionally travel to other community settings both during daytime hours and after-hours (e.g., hospital, law enforcement, etc.)
- Perform accurate and timely database entry; maintain a working knowledge of area resources and referrals; and maintain strict confidentiality for all survivors.

Requirements for all Advocate positions:

- Bachelor's Degree preferred or relevant (work or life) experience
 - Human services or crisis response experience preferred
 - Successful completion of the organization's 45-hour Core Comprehensive Advocacy, Intervention, Response, and Ethics Training for new domestic violence advocates
 - Demonstrated ability to communicate and engage effectively and respectfully with survivors, community partners, co-workers, and others
 - Willingness to work a flexible schedule, including occasional nights and weekends
 - Ability to respond to changing priorities
 - Enthusiasm for engaging with underserved populations and marginalized communities
 - Understanding of the impact of community systems and institutions on people affected by domestic violence, strangulation, sexual assault, dating abuse, stalking, and human trafficking
 - Experience with a variety of software applications including, but not limited to Google suite, data programs, and Microsoft Office 365 programs
 - Must be able to work in a fast-paced, non-smoking, trauma-informed, survivor-centered environment with the potential for stress
 - Must be able to do occasional lifting and transporting of materials.
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How to apply:

Please submit a cover letter (be sure to specify the location(s) you are applying for), resume and list of 3 references via email: hiring@partnersforpeaceme.org; no phone calls please.



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Applications will be reviewed as they are received with priority given to applications received by **July 22**. Positions will remain open until filled. Incomplete applications will not be considered.

Partners for Peace is an Equal Opportunity Employer, 2022

Partners for Peace proudly celebrates all unique identities including, but not limited to; Black and Indigenous people and all people of color; women (trans and cis), intersex people, non-binary people, and men (trans and cis); young people and elders; poor and working-class people; people with disabilities; people with chronic mental health conditions; lesbian, gay, bisexual, asexual, pansexual people, and all others under the Q+ umbrella; monogamous and polyamorous people; immigrants and people with limited or no English proficiency; housed or unhoused people; and people of all faiths and traditions, no matter wealth, ability, intellect, sobriety, social status, or appearance. We acknowledge that this list is not all inclusive and will change as our knowledge grows.