

**POSITION DESCRIPTION**

**DEPUTY DIRECTOR**

**Type of Position: Full-Time (32 hours/week), Exempt**

**Work Site: Main Office**

**Supervisor: Executive Director**

**Purpose:** The Vermont Network engages in activities, programs and partnerships which uproot the causes of violence and support all people to thrive.

**Outcomes:**

1. Organizational activities and resources are aligned with purpose and organizational Theory of Change
2. Outreach and communications activities further the Network’s purpose and brand.
3. Broad, interconnected collaborations with allied social justice movements.

**Strategies:**

* Lead and coordinate the Vermont Network’s outreach, communications and social change strategies;
* Serve as an organizational influencer to build bold internal and external alignment with the Network Theory of Change through organizational development and special initiatives;
* Develop, manage, evaluate and oversee special projects;
* Participate in organizational development activities;
* Participate in development of fundraising activities to resource organizational purpose as requested by Executive Director;

Serve as a strategic thought partner to the Executive Director and staff on the entirety of the organization.

**Additional Activities**

* Manifest in daily activities the core values of the organization.
* Use the Network’s principles for Constructive Communication.
* Engage Member Organizations and the diverse voices of survivors, their families and communities to inform all activities.
* Represent the Vermont Network at statewide and national events or conferences as requested by the Director.
* Participate in organizational development activities.
* Participate in efforts to achieve organizational goals for addressing racism and the intersection of racism with other forms of oppression.

**Qualifications:**

* Any combination of experience and education equal to a Bachelors of Arts or Science Degree in one of the human services or related fields;
* Knowledge of domestic and sexual violence;
* A demonstrated commitment to anti-oppression work and ending violence against women;
* A minimum of two years volunteer or professional experience in project management and development;
* Ability and commitment to work within a team model to achieve organizational goals;
* Excellent verbal and written communication skills;
* Excellent group facilitation skills.

The Vermont Network strives to build a diverse and inclusive community. We believe that in order to support our Member Organizations in their efforts to meet the needs of survivors and change the ways in which their communities think about and address domestic and sexual violence, we as an organization must honor the cultures, beliefs, and values of those we serve, and foster an environment of mutual respect, acceptance and equal opportunity.

We are committed to building and maintaining a multi-cultural and diverse work environment which reflects diversity that exists among the people of Vermont.

The Vermont Network Against Domestic and Sexual Violence does not discriminate on the basis of race, gender, sexual orientation, religion, age, ability, or national origin.