

# PHUMULANI: MINNESOTA AFRICAN WOMEN AGAINST VIOLENCE

**Title:** Lead Advocate  
**Reports To:** Executive Director  
**Position:** Full-time  
**Benefits:** Three weeks paid time off, and paid holidays  
**Schedule:** 8:00 - 4:30 Mondays-Fridays

**Requirements:** Own vehicle and current insurance coverage; Legal immigration status to work in the U.S.; Drivers License; Ability to lift up to 50 lbs

**ORGANIZATION SUMMARY:** Phumulani Minnesota African Women Against Violence's target population is women, with a focus on culturally-specific programming for low-income, African immigrant women and young girls living in the Greater Twin Cities area. Our clients come to us from diverse socio-economic backgrounds, with 80% of our participants being low-income, and the other 20%, coming from middle-class to higher socio-economic background. Although we focus on victims and survivors of gender-based violence, we have been serving families from many different diaspora communities here in Minnesota. We are working to ensure the safety of all survivors of assault and violence, but especially those who are underrepresented and historically marginalized.

**JOB SUMMARY:** This position provides advocacy, answers the crisis line during office hours, provides consultations to other agencies working with African victims/survivors, and provides support and accompaniment to Hennepin County residents who come to the Domestic Abuse Service Center (DASC) seeking relief from domestic/sexual violence and/or stalking. Position takes "walk-in" and appointments and frequently attends court hearings in an advocacy role. This position assists individuals in filing orders for protection.

**SALARY RANGE:** \$23-\$26 per hour

## **JOB RESPONSIBILITIES:**

- Assist clients in applying for orders for protection.
- Attend court hearings with clients.
- Advocate on behalf of each individual with the human services system, law enforcement, judiciary, schools, employers and others.
- Facilitate support groups for adults and children/youth
- Assist in finding assistance with community resources.
- Provide culturally responsive warm referrals to community and other resources
- Maintain accurate files as required for internal accountability and funding sources.
- Provide facilities coverage as needed or directed by the Phumulani ED
- Generate program reports for board and funders
- Represent agency on task forces/committees
- Supervise volunteers

## **REQUIRED QUALIFICATIONS:**

**Education and Experience:** Bachelor's degree in social work, psychology, sociology, criminal justice, etc., or equivalent combination of education and relevant work experience and one year experience with case management, legal systems or family service.

## **Knowledge, Skills and Abilities:**

- Knowledge of case management practices and advocacy.
- Ability to advocate on behalf of individuals with systems.
- Ability to maintain client confidentiality.
- Effective verbal and written communication skills.
- Demonstrated experience working with African immigrants/refugees
- Understanding of immigrant/refugee realities in MN
- Working knowledge of trauma-informed care/services
- Minimum of two years providing direct victims services to victims/survivors of domestic violence/sexual violence
- Ability to work respectfully and communicate effectively with different cultures, groups, and languages.

## **Plus:**

- Bi-lingual in an African language (especially Somali, Oromo, Swahili, Amharic, French) and English.

Immigrant and refugee women are strongly encouraged to apply. **To apply, please send an email to [comfort.dondo@phumulani.org](mailto:comfort.dondo@phumulani.org) indicating that you are interested in the job vacancy.**

Equal Opportunity Employer: All qualified applicants will receive consideration for employment without regard to age, race, color, religion, disability, marital status, national origin, sex, gender identity, sexual orientation, familial status, genetic information or a protected veteran's status. We value the contributions of a diverse workforce, and we welcome and encourage applications from all underrepresented groups.