

# Director of Outreach & Advocacy

## Rape & Abuse Crisis Service (RACS) – Jefferson City, Missouri

**Salary:** \$60,000 annually (exempt, full-time – 36 hours/week is full-time status)

**Schedule:** Primarily in-person at our Jefferson City office, with some flexibility in scheduling and travel throughout our nine-county service area.

## About RACS

For more than 40 years, Rape & Abuse Crisis Service (RACS) has been a trusted resource for survivors of domestic and sexual violence in Central Missouri. RACS provides emergency shelter, crisis intervention, advocacy, counseling, and education to individuals and families across nine counties.

Our mission is to create safety, hope, and healing for survivors and to build a community free from violence.

## Position Summary

The **Director of Outreach & Advocacy** is a key member of the RACS leadership team, responsible for the organization's outreach and advocacy programs. This position requires both strategic and hands-on leadership — someone who can design, implement, and sustain a comprehensive outreach program that meets the needs of survivors across a diverse nine-county service area.

This position represents a newly restructured leadership role focused on strengthening and expanding RACS' outreach and advocacy programs to better meet community needs and organizational goals.

This role oversees all community-based advocacy, court advocacy, and outreach initiatives, as well as volunteer coordination. The Director will assess community needs, develop measurable goals and standards for service delivery, strengthen external relationships, and ensure that all outreach and advocacy efforts align with federal, state, and local funding expectations as well as RACS' organizational priorities and strategic goals.

The ideal candidate will bring strong victim advocacy experience, a deep understanding of trauma-informed practice, and proven success in program development, staff supervision, and grant compliance. They will be both a builder and a mentor — able to set direction, develop people, and elevate RACS' visibility and impact throughout Central Missouri.

## Key Responsibilities

### Program Development & Strategic Growth

- Assess needs across RACS' nine-county service area to identify service gaps, barriers, and community priorities.
- Develop and implement a structured Outreach & Advocacy Program with defined goals, objectives, and performance outcomes.
- Create policies, standards, and workflows that ensure consistent, high-quality, and survivor-centered service delivery.
- Establish data-informed evaluation processes to track outcomes and guide continuous improvement.
- Collaborate with the Executive Director to identify and pursue grant opportunities and align programs with federal, state, and local funding requirements.
- Contribute to strategic planning and organizational development initiatives related to outreach, advocacy, and systems coordination.

### **Leadership & Staff Supervision**

- Supervise outreach advocates, the court advocate, and volunteers; provide regular coaching, performance feedback, and professional development opportunities.
- Build a strong, cohesive outreach team grounded in accountability, collaboration, and trauma-informed care.
- Set clear expectations and measurable objectives for staff performance and program outcomes.
- Provide coverage and direct victim advocacy support as needed to ensure continuity of services.
- Foster a culture of compassion, professionalism, and excellence in client and community interactions.

### **Community Engagement & Systems Advocacy**

- Build and strengthen partnerships with law enforcement, courts, hospitals, schools, civic groups, and social service agencies throughout RACS' nine-county service area.
- Represent RACS on multidisciplinary teams, coalitions, and task forces addressing domestic and sexual violence response, prevention, and systems change.
- Lead and expand RACS' presence in rural and underserved communities through outreach events, trainings, and public education.
- Develop and deliver community education presentations, awareness campaigns, and collaborative initiatives that elevate understanding of survivor needs and RACS' services.

### **Advocacy & Service Delivery Oversight**

- Ensure that survivors not residing in shelter have access to crisis intervention, safety planning, court accompaniment, and ongoing advocacy.
- Oversee systems for client intake, documentation, and follow-up to ensure continuity of care and compliance with grant standards.
- Collaborate with counseling, shelter, and outreach staff to provide coordinated, wraparound services for survivors and families.

## Volunteer Coordination

- Recruit, train, and retain volunteers to support hotline coverage, community education, and outreach projects.
- Maintain volunteer schedules, records, and recognition efforts.
- Ensure volunteers are trained in RACS policies, trauma-informed practice, and confidentiality standards.

## Qualifications

- Bachelor's degree in social work, human services, public administration, or related field required (Master's preferred).
- Minimum **three years of direct victim advocacy experience** required; background in domestic and/or sexual violence services strongly preferred.
- Minimum **two years of experience supervising staff or managing a program**.
- Demonstrated success in **program development, community partnership building, and grant compliance** (federal, state, or local).
- Strong understanding of trauma-informed practices and the dynamics of domestic and sexual violence.
- Excellent communication, data management, and project coordination skills.
- Valid Missouri driver's license and reliable transportation required.

## Benefits

- **Annual salary:** \$60,000 (exempt position)
- **Employee health, dental, and vision insurance premiums paid in full by RACS**
- **Paid Time Off (PTO)** accrual for all full-time employees
- **13 paid holidays** annually
- Supportive, mission-driven environment that values flexibility, collaboration, and work-life balance

## How to Apply

Submit a **resume, cover letter, and three professional references** to [trieke@racsjc.org](mailto:trieke@racsjc.org). Applications will be reviewed on a rolling basis until the position is filled.

### **RACS is an Equal Opportunity Employer**

We value diverse perspectives and lived experiences and encourage candidates from all backgrounds to apply.