

**COUNSELOR/ADVOCATE
0.25 FTE LGBTQ Access Project; 0.75 FTE General
North Adams, MA**

Elizabeth Freeman Center (EFC) seeks a passionate counselor/advocate to counsel and assist survivors of domestic and sexual violence through our North Adams office. This position includes 10 hours/week specialized work with LGBTQ survivors as part of [EFC's LGBTQ Access Project](#). Bilingual candidates (English-Spanish) and LGBTQ candidates preferred.



Primary responsibilities:

- Provide survivors of domestic or sexual violence with support, advocacy, and assistance, including:
 - assessing survivors' needs and providing assistance to meet those needs;
 - offering individual counseling and support groups;
 - safety planning;
 - advocating on issues of housing, benefits, income maximization, children, education, mental health and medical access, and more;
 - referring victims to services including other EFC services and community resources, with follow-up as appropriate
- Provide specialized services for LGBTQ¹ survivors of domestic or sexual violence (10 hours/week), including:
 - advocating on issues of LGBTQ identity and access
 - offering LGBTQ survivor support group/events
 - developing a strong outreach presence in LGBTQ communities
- Offer counseling, advocacy, crisis response, information, and referrals for survivors of domestic and sexual violence who call EFC's Hotline or walk in to the central county office
- Contribute to outreach and collaboration efforts, including: liaising with community partners, providing community education, disseminating program outreach materials, and tabling at community events
- Attend programmatic meetings and trainings, maintain professional boundaries with individuals receiving EFC services, maintain excellent records in agency database, and adhere to strict guidelines to ensure client confidentiality
- Complete all other duties to further EFC's mission and to ensure that survivors are safe and are provided with professional, empathetic, affirming services within the context of the agency's mission and consistent with grant and legal requirements

¹ At EFC, LGBTQ represents a way of saying we welcome survivors who identify anywhere on the spectrums of sexual orientation and gender identity (which is everyone!). This includes but is not limited to folks who are lesbian, gay, bisexual, trans, queer, questioning, asexual, pansexual, two-spirit, non-binary, gender nonconforming, genderqueer, genderfluid, genderless, third gender, and more.

Preferred qualifications:

- Experience with, or commitment to, working with survivors of domestic and sexual violence
- Experience working with LGBTQ communities
- Ability to work well as part of a team
- Aptitude for on-call / hotline / emergency response
- Skill in and enthusiasm for community outreach
- Strong written and spoken communication, and proficient computer skills
- Bilingual (English-Spanish) preferred
- Must successfully pass Criminal Record Check-CORI, be determined suitable to work with minors, have valid Massachusetts driver's license and reliable transportation, and be willing to transport survivors when safety is not an issue

Work Hours:

40 hours per week. Occasional evening and weekend work required for outreach and counseling activities.

Compensation and benefits:

Elizabeth Freeman Center is committed to working for economic and social justice for staff as well as clients and believes in offering all staff competitive salary and benefits, engaged and dedicated colleagues, training and education in best practices, career development opportunities, openness to innovation, and the opportunity and resources to do meaningful, impactful work. This position currently begins at \$22 per hour with additional hourly increments for bilingual capacity in Spanish and other frequently used languages, special skills and education, plus a year-end stipend depending on funding. EFC pays 85% of health insurance premiums and contributes to an FSA. We have generous paid leave as well as other benefits.

Applying:

To apply, please send cover letter and resume to jobs@elizabethfreemancenter.org. Deadline is rolling until position is filled.

EFC is an Affirmative Action/Equal Opportunity Employer. Survivors of domestic or sexual violence, people of color, people with disabilities, people who are bilingual/bicultural, and members of the LGBTQ community are strongly encouraged to apply.