



Survivor Advocate Job Description

PURPOSE OF POSITION

Within the Empowerment Department, under the Emergency Response Program, the Survivor Advocate will provide supportive services to survivors of human trafficking and will respond to potential survivors in multiple settings to provide information about resources, crisis intervention, and advocacy support. The Survivor Advocate will build relationships with victims of trafficking that are identified in hospital settings, as well as victims identified in other settings or from other referral sources. The Survivor Advocate will provide advocacy services for domestic and foreign national victims of human trafficking, and may engage with minors, transition-age youth (TAY), and adults. The Survivor Advocate must excel at client-centered advocacy, managing competing priorities, and facilitate access to services for clients. This position requires thorough knowledge and understanding of human rights, strengths-based approach in serving clients. This position must maintain the high level of security and confidentiality required for this type of program. Candidates should possess a high level of flexibility, maturity, and the ability to work independently.

This position requires fieldwork and travel throughout Los Angeles County to provide services to trafficking survivors in the Los Angeles region. This is a non-exempt, full-time position. This is a 15-month position (with the possibility of becoming longer-term).

ESSENTIAL DUTIES

Engagement and Crisis Response

- Respond in-person to potential survivors of human trafficking in hospital settings, and other community-based or law enforcement settings;
- Engage survivors and provide crisis intervention;
- Share personal life stories as it pertains to supporting other survivors with their paths to recovery;
- Provide support and resources for potential survivors of human trafficking;
- Provide follow-up calls and in-person meetings for potential survivors to engage and connect survivors to desired resources and services;
- Work closely with the on-call Case Manager and Attorney in order to provide crisis response services to survivors.
- Answer calls and provide appropriate response on CAST's hotline during designated shifts

Client Advocacy

- Provide advocacy and mentorship for assigned caseload of victims of human trafficking;
- Meet and communicate regularly with the assigned clients weekly and/or as needed;

- Act as a resource and guide to clients;
- Work closely with a multi-disciplinary team in developing effective strategies to support survivors of trafficking;
- Document in CAST's database any advocacy services provided and referrals given;
- Interact with the community at large and develop relationships with agencies and other community resources that can serve as linkages and referral sources for survivors of human trafficking, including but not limited to hospital workers, community partners, law enforcement partners, etc. and advocate for clients with partners

Program Evaluation

- Obtain evaluations and feedback from partners regarding the impact of services
- Participate in providing feedback and input into the program design and the development of relevant trainings/manuals

Other Duties:

- Attend community meetings as needed/requested.
- Contribute to the professional tone and approach of the department and the organization within the perimeters of the agency mission and philosophy.
- Other duties as assigned.

REQUIREMENTS

- 1. Must be a survivor of human trafficking.**
2. Experience in working with victim populations and/or providing client-centered services. BSW or BA in social work preferred but not required.
3. Willingness and ability to learn about the complex issues of human trafficking and modern-day slavery and to abide by the mission and philosophy of CAST.
4. Appreciation of sensitive confidentiality issues with demonstrated commitment to strengths-based, client-centered practice.
5. Ability to maintain a positive, cooperative, and professional demeanor with clients, CAST staff/board, partner organizations, donors, consultants, volunteers/interns, and members of the public.
6. Excellent communication skills with strong aptitude for building relationships. Ability and willingness to work with individuals who may have a history of traumatic experiences.
7. Sincere commitment to working independently and responsibly. Must be a self-starter, able to work in a team environment, and manage time effectively.
8. Ability to operate computer systems, including internet, email, and MS Office programs.

9. Have a car, insurance and a valid driver's license.

Physical demands are typical for an office environment, including sitting, reaching, lifting, speaking, hearing, and seeing. Reasonable accommodations will be made.

Compensation:

Cast offers a generous benefit package; medical, life, disability, paid sick/vacation time, professional development opportunities, and a 403(b) plan. All benefits are 100% company paid for employee, and 80% paid for dependents. We also offer an employee assistance program, and a SEP IRA retirement at 3% non-matching contribution. Additionally, we offer you an opportunity to work with a team of committed individuals in an innovative culture that values its employees, where you are supported and given every chance to succeed.

Please email cover letter and resume to: info@castla.org. You can also visit <https://cast.bamboohr.com/jobs/view.php?id=25> to apply for this position. Due to the high volume of resumes received only qualified candidates will be contacted. **NO PHONE CALLS PLEASE.**

CAST encourages survivors of human trafficking to apply for all employment opportunities within CAST. For this position, the candidate must not have been a client of CAST's Case Management Program within the last 2 years.

The Coalition to Abolish Slavery & Trafficking (CAST) provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, sex, national origin, age, disability or genetics. In addition to federal law requirements, CAST complies with applicable state and local laws governing nondiscrimination in employment in every location in which the company has facilities. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.

CAST expressly prohibits any form of workplace harassment based on race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, genetic information, disability, or veteran status. Improper interference with the ability of CAST's employees to perform their job duties may result in discipline up to and including discharge.