



PATHWAYS *for Change*
 ending the silence... ending sexual violence

Position Announcement

Job Title: Deaf Survivors’ Program Outreach Worker

Reports to: DSP Coordinator

Application deadline: Open until filled

Employment status: Non-xempt

Hours: Full-time 40 hours per week, with some flexibility needed for meetings, training sessions, or Agency wide activities, as scheduled. Some evening and weekend hours required.

Wage: \$20.67 per hour

Benefits: Eligible

Pathways for Change, Inc. is conducting a search for an ASL Fluent Outreach Worker for the Deaf Survivors Program (DSP); a member of the D/deaf Community preferred. Interested candidates should submit a cover letter and resume to the **DSP Coordinator**, Pathways for Change, Inc., 588 Main St., Worcester, MA 01608-2014 or by email to: DSP@pathwaysforchange.help.

Background: Pathways for Change, Inc. (PFC) is an Agency serving diverse communities within Central Massachusetts including the Greater Worcester, Fitchburg and Gardner areas. Our mission is to provide comprehensive services to survivors of sexual violence and their significant others as well as education geared toward ending violence. PFC embraces a feminist philosophy in all of its work. Our services within our Counseling program include a 24-hour hotline, crisis intervention, individual counseling, support groups, and medical & legal advocacy. Through our Outreach program we provide prevention education, professional training, the Worcester County Clothesline Project, and outreach activities. Our work is based on the experiences of Survivors of sexual violence and our commitment to diversity and accessibility to multicultural communities.

The Deaf Survivors Program is a program specifically developed to address the needs of Survivors of sexual violence who are Deaf, Hard of Hearing, late Deafened, and Deaf/Blind. The Deaf Survivors Program was born through a collaboration of three agencies, bringing together the knowledge and backgrounds in Survivors’ services, prevention education, Deaf community and culture, and the Deaf independent living movement. This Program, built within the structure of the Pathways for Change, Inc. established a culturally appropriate and accessible counseling & advocacy Program for Deaf Survivors of sexual assault.

The DSP Outreach Worker is a member of the Counseling Department, responsible for counseling, crisis intervention, advocacy, and support groups for D/deaf survivors of sexual assault. In addition this staff person coordinates the outreach activities associated with improving access for community members to counseling and advocacy services.

Primary Responsibilities: Under the guidance of the DSP Coordinator the DSP Outreach Worker networks with agencies serving and members of the D/deaf community and insures that Program activities remain philosophically consistent with PFC. The position involves significant travel and community organizational responsibilities throughout the Commonwealth. This includes insuring that all Program goals and objectives are met and Program activities executed in accordance with applicable contractual obligations and State and Federal regulations. DSP Outreach Worker is the liaison for Deaf, Hard of Hearing, late Deafened, and Deaf/Blind Survivor, Outreach & Primary Prevention Services to sister RCCs, community organizations, and the Deaf Community at Large throughout the Commonwealth.

Desired Qualifications (Primary):

- Valid Massachusetts Driver’s License and reliable transportation.
- ASL Fluent, ability to communicate in a professional manner.
- Training in sexual assault counseling, (or ability and willingness to obtain) required. (PFC can provide)
- Demonstrated knowledge and understanding of the Deaf culture required. Knowledge of the cultural factors influencing the prevalence of sexual violence within the Deaf community, preferred.
- Demonstrated organizational skills, including the ability to multi-task and successfully meet deadlines.
- Commitment to integration of multicultural perspective within all aspects of work and commitment to social change.
- Ability to work flexible schedule including some nights and weekends.

Pathways for Change, Inc. is an equal opportunity/ affirmative action employer, committed to cores values of inclusion, empowerment and social justice. As a multicultural organization, we actively encourage applicants who represent the broadest range of cultural, ethnic and economic diversity. We are dedicated to a policy of non-discrimination in employment on any basis of race, color, religion, national origin, ancestry, gender, age, disability, sexual orientation, HIV status, marital status, pregnancy, childbirth or children, past involvement in a discrimination complaint, veteran status, genetic information, status as a recipient of public assistance, or other criteria protected by law.

