

## Position Announcement

**Job Title:** Counselor/Advocate

**Reports to:** Hotline Coordinator

**Application deadline:** Open until filled

**Employment status:** Non-Exempt

**Hours:** Advocates work an “On-Call” schedule of 6 hour shifts throughout the month.

**Compensation:** According to a Stipend Schedule

**Benefits:** Non-Benefit Eligible

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Pathways for Change, Inc. is conducting a search for **Per Diem Advocates** for The Multicultural/Multilingual Counseling and Advocacy Program. Interested candidates should submit a cover letter and resume to the **Hotline Coordinator**, Pathways for Change, Inc., 588 Main St., Worcester, MA 01608-2014, or [DMenla@PathwaysforChange.Help](mailto:DMenla@PathwaysforChange.Help).

The Multicultural/Multilingual Counseling and Advocacy Program operated by Pathways for Change, Inc. provides supportive services and counseling to survivors of, and those directly affected by, sexual assault throughout 47 cities and towns in Central Massachusetts using an empowerment model. These free and confidential services are offered to any individual and are offered by staff in English, Spanish and American Sign Language. Counseling in any other language provided with the use of translators. Services include a 24-hour hotline, legal advocacy, court accompaniment, safety planning, and group and individual counseling.

Advocates are paid a stipend to be On-Call to provide support counseling to survivors of sexual violence and accompany them to hospital emergency rooms for forensic examinations and to police stations to file police reports throughout Central Massachusetts. PPE will be provided.

### Desired Qualifications (Primary):

- Valid Massachusetts Driver’s License and reliable transportation. Willingness to travel frequently between several sites located throughout Central Massachusetts.
- Bilingual preferred although not required; ability to communicate verbally and in writing in a professional manner in both languages. Strong oral presentation and public speaking skills.
- RCC Certification in sexual assault counseling, (or ability and willingness to obtain) required. (Pathways can provide)
- Demonstrated knowledge and understanding of sexual violence preferred. Knowledge of the societal factors contributing to the incidence of sexual violence within the community, preferred.
- Demonstrated organizational skills, including the ability to multi-task and successfully meet deadlines.
- Commitment to integration of multicultural perspective and feminist approach within all aspects of work and commitment to social change.
- Ability to work flexible schedule of early mornings, overnights 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/gender identity, 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.

