



Position: Lethality Assessment Protocol (LAP) Program Manager

Reports to: Director of Court Advocacy & Community Response

Classification: Full-time, exempt from FLSA.

Work Conditions: Participation in 24-hour DV crisis line on-call rotation as primary or secondary staff as assigned; provide back-up support to 24-hour LAP line; some evening and weekend hours required; periodically move boxes and bags weighing up to 30 pounds; ascend/descend stairs as needed. Hybrid work from home (1-2 days) and in-office/in-community in Chapel Hill/Orange County (3-4 days) is required for this position.

Benefits: 100% paid health, vision and dental insurance (no employee contribution required). 5 weeks paid vacation, additional paid day off each month, 14 paid holidays per year. Paid parental leave, bereavement leave, and short-term disability benefits. Option to participate in 403(b) Retirement Savings Plan and pre-tax Flexible Spending Account (FSA).

Salary: \$40,500. Additional pay for primary overnight/weekend DV crisis line rotation.

Position Summary: The Lethality Assessment Program Manager will support the implementation of the [Lethality Assessment Protocol](#) (LAP) in Orange County, NC. The LAP Manager is responsible for providing survivor-centered, accessible, trauma-informed, and culturally responsive advocacy for victims referred through LAP and general domestic violence (DV) crisis services. The LAP Manager will supervise staff/interns taking brief (<15 minute) LAP calls from law enforcement and other community agencies who are completing DV lethality assessments with victims soon after a DV incident. The LAP Manager will manage data collection and reporting related to LAP.

Essential Job Duties and Responsibilities

- Provide direct assistance and follow-up to victims/survivors of domestic violence over the phone and in person; provide routine daytime, overnight, and weekend coverage for the LAP/DV crisis lines as needed, including serving on rotation as after-hours back-up for LAP program assistants and other DV crisis line advocates
- Insure that all LAP-referred victims receive follow-up 24-48 business hours after the agency receives a LAP screen from law enforcement or other community partner
- Develop and lead presentations to outside agencies re: LAP; support agency efforts related to coordinated community response including participation in relevant interdisciplinary teams
- Insure program efficiency and effectiveness by developing and monitoring program practices and policies and evaluating program inputs, activities, outputs, and outcomes
- Maintain proper documentation and statistical records of LAP client contacts for reporting purposes
- Recruit, interview, train, schedule and supervise 2-3 LAP Program Assistants who cover the LAP line and other calls on the DV crisis line on weeknights, weekends, and holidays
- Assist as needed with DV crisis advocate training biannually
- Prepare monthly program reports and track volunteer hours for grant purposes when applicable
- Insure all LAP-related notes are entered into database in a timely manner following documentation protocols
- Attend staff and program team meetings monthly; attend and help facilitate case conference on rotation with other DV staff

Qualifications

Required:

- An Associate's or Bachelor's degree in social work or related human services field and/or 1-2 years of experience providing direct services to victims of crime/violence
- Understanding of interpersonal violence, its effect on individuals and families, and barriers to accessing support
- Understanding of and ability to communicate effectively about economic justice and oppression and its impact on individuals, families, and communities
- Ability to work with and collaborate effectively with a broad range of community organizations and entities including court personnel, first responders, law enforcement, homelessness services providers, peer support specialists, medical providers, child welfare workers, and others who frequently interact with DV survivors
- Ability to perform job duties with a high degree of initiative, professionalism, sound judgment, and outstanding communication skills
- Demonstrate cultural sensitivity and commitment to working with diverse groups
- Empathic listening and communications skills
- Must possess and maintain a valid driver's license, automobile insurance, and reliable vehicle.

Strongly preferred:

- Experience training, supervising, and managing staff and volunteers
- Fluency in spoken and written Spanish and English

We actively encourage diverse candidates to apply, especially those who are Black and/or Indigenous People of Color, Women and gender minorities, people with lived experience of domestic violence and/or housing instability and people with disabilities and/or neurodivergence. Compass Center provides equal employment opportunities to all employees and applicants for employment without regard to race, ethnicity, color, religion, age, gender identity or expression, sexual orientation, disability, appearance, class, body size, partnership status, parenting and/or pregnancy status, genetic information, national origin, or veteran status.

To apply: send a cover letter, resume, and three professional references to employment@compassctr.org and include the job title in the subject line. No phone calls please. Applications will be accepted until the position is filled; anticipated start date June/early July 2023.