



## *Residential Services Caseworker II, Full Time*

We are currently seeking full time Residential Services Caseworkers to join our team providing comprehensive supportive services including case management, advocacy and accompaniment to adults and children in our emergency shelter, transitional housing, and community housing programs. Residential Services Caseworkers offer these services in person at our residential site, and out in the community.

The schedule for the first Caseworker position will be Sunday through Thursday with two evening shifts a week, and the second caseworker will work Tuesday to Saturday with two evening shifts a week. Evening shifts are 12pm to 8:30pm, and we have some flexibility around which evenings are worked. In your cover letter please tell us which position you want to be considered for, and which evenings you are available to work.

Residential Services Caseworkers deliver a confidential, efficient, and friendly service to our shelter clients in a trauma-informed, empathetic, and non-judgmental manner. They must be able to work independently with minimum supervision, therefore previous experience working with DV survivors, case management experience, and/or providing crisis intervention services are required. Successful candidates will be experienced, comfortable, and confident in their own ability to make independent decisions and respond appropriately to manage and de-escalate emergency crisis situations with clients.

Caseworkers also provide interventions like safety planning, accompaniment, referrals and advocacy to our clients. Information management is vital to maintaining excellence in our service delivery, and our staff keep up to date, accurate documentation of client contact and activity that occurs while they are working.

### **COVID-19**

STAND! is an essential organization, and safety is one of our key values. We have developed a robust COVID-specific Injury and Illness Prevention Plan, adopted new policies and practices, and provided training that aims to reduce the risk of exposure to employees, volunteers, clients, and visitors. **We are moving forward with recruitment to these vacancies during the COVID-19 pandemic, and these roles are based onsite at our emergency shelter / transitional housing campus.**

Required qualifications for these positions:

- One of these positions requires fluent bilingual Spanish/English skills, which will be verified during the hiring process.
- Minimum 2 years' experience providing crisis intervention services
- Minimum 2 years' experience providing case management and/or working in a residential community
- Excellent active listening and communication skills
- Experience using positive problem-solving techniques and conflict resolution, de-escalation strategies
- Experience prioritizing clients' needs in crisis situations
- Ability to serve clients from a trauma-informed perspective, and in an empathetic manner, while maintaining appropriate boundaries

**We consider the following as basic requirements for employment with us:**

- Proficiency in computer skills, especially using Outlook, Word, Excel and customized databases

STAND! For Families Free of Violence is an Equal Opportunity / Affirmative Action Employer committed to staff diversity. We welcome qualified persons of all backgrounds to apply.

- Commitment to maintain shelter-site confidentiality
- Understanding of the Agency's mission and ability to maintain appropriate boundaries with clients in all circumstances
- Ability to work with people from diverse backgrounds
- Reliable vehicle, valid California driver's license, clean driving record, and proof of insurance (MVR will be run prior to hire and periodically thereafter)

Employment with STAND! is contingent upon clear fingerprint, criminal history check, clear MVR, and successfully completing U.S. Department of Justice Form I9. Continued employment is contingent upon successful completion of the Agency's mission-related required training. Having a Bachelors' Degree is a preferred qualification for these positions.

[STAND! For Families Free of Violence](#) was born from the strand of the equal rights movement that sought the eradication of violence against women. We are an organization that provides social services while participating in the larger activities of moving the dial on social justice. Successful candidates for all our positions will be eager to participate in social justice work including the interruption of structural inequity in service of ending gender-based violence. We are a values-led organization, and employees are committed to our values of integrity, passion, compassion, safety, accountability, innovation, and collaboration; and eager to create and participate in a work culture of inclusion, interpersonal kindness, and accountability.

**STAND! offers:**

- The opportunity to make a difference in the lives of our clients
- A learning environment
- Hourly rate between \$22.50 and \$23.46. An additional 5% differential is payable for fluent bilingual Spanish/English skills.
- Eligible for our generous benefits package; which, for regular employees working 30 or more hours a week, includes: medical, dental, vision, life and AD&D insurance, voluntary acupuncture and chiropractic insurance, 403(B) plan (limited employer match after one year's service); and to earn vacation, sick leave and holiday pay.

**To apply:**

Apply by emailing a cover letter, resume and the names of three supervisory references to: [resume@standffov.org](mailto:resume@standffov.org). **Please put "RS Caseworker II" in the subject line of your email. In your cover letter, indicate which vacancy/ies you wish to be considered for.**

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