



## NOW HIRING:

# Sexual Assault Prevention and Response Specialist (Victim Advocate) (TITLE 5)

**SUMMARY:** The Vermont National Guard is hiring a State Sexual Assault Prevention and Response Specialist (Victim Advocate) for our Sexual Assault Prevention and Response (SAPR) team. This position is located at the Vermont National Guard Headquarters at Camp Johnson in Colchester, Vermont. This is a civilian position and does NOT require membership in the National Guard and is open to all US citizens and Green Card holders.

The State SAPR Specialist serves military members, civilians, and dependents associated with the Vermont National Guard. They will deliver assistance and advocacy for victims of sexual and domestic violence by providing 24/7 in-person and telephonic response under the supervision of the State Sexual Assault Response Coordinator. They will assist with and facilitate trainings and compile reports and data regarding incidents of sexual assault and domestic violence. This position will have primary administrative oversight for tracking and entering all information for volunteer victim advocates.

The SAPR program was established in 2011 in the Vermont National Guard and its team takes pride in growing the program and working to build a supportive and safe environment where survivors of any violence can feel safe, believed, and heard.

**Core Competencies and Responsibilities:** The SAPR Specialist has a valuable and delicate role in the SAPR program that requires a set of core competencies in hiring personnel. The SAPR Specialist will be able to:

- Demonstrate they have the skills and ability to offer empathy, emotional support, and respect while still exhibiting boundaries with those they are assisting. The candidate will address the importance of advocating for survivors of violence in a way that honors a survivor's voice and choices.
- Demonstrate the ability to present and thoroughly explain advanced knowledge on the topic of gender-based violence. The right candidate will know how to tactfully and professionally address these topics in preparation to hold conversations with military members and all levels of leadership.
- Address knowledge, skill, and comfort level in teaching, training, researching, and making presentations for a large organization.
- Capture the ability to stay organized and work independently while showing ambition to make the job their own.
- Describe and explain how they tolerate stress, burnout, and the emotional fatigue that comes with working in the advocacy world.

### Conditions of employment:

- Applicant must be able to obtain and maintain a Secret security clearance.
- May occasionally be required to work other than normal duty hours; overtime may be required.
- May be required to travel to perform temporary duty assignments.
- Must obtain and maintain the mandated Department of Defense Sexual Assault Advocate Certification Program (D-SAACP) certification and maintain certification through meeting annual continuing education training requirements.

### Overview

**Open & closing dates:**  
11/6/2023 – 12/4/2023

**Salary:**  
\$70,180 – \$91,231

**Pay scale & grade:**  
GS-0101-11, Title 5 (Civilian)

**Location:**  
Camp Johnson, Colchester,  
VT



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### Minimum Requirement:

- **Degree:** behavioral or social science; or related disciplines appropriate to the position that included at least 24 semester hours of course work in the behavioral or social sciences.
- OR
- Combination of education and experience that provided the applicant with knowledge of one or more of the behavioral or social sciences equivalent to a major in the field that included at least 24 semester hours of course work in the behavioral or social sciences.
- OR
- Four years of appropriate experience that demonstrated that the applicant has acquired knowledge of one or more of the behavioral or social sciences equivalent to a major in the field.
- **SPECIALIZED EXPERIENCE:** Must have at least **36 months** experience, education or training analyzing problems, identifying significant factors, gathering pertinent data and recognizing solutions; preparing reports, plans, policies and various correspondence; evaluating objectives and develop plans to facilitate the availability and effective utilization of various social science resources. Must have knowledge of the organization and its mission and utilized the organizational staff procedures. Experience applying analytical and evaluative techniques to issues or studies concerning the efficiency and effectiveness of social science program operations carried out by administrative or professional personnel, or substantive administrative support functions.

**How you will be evaluated:** You will be evaluated based on how well you meet the qualifications above. Once the announcement has closed, your resume, cover letter and any supporting documentation you wish to include will be used to determine if you meet the qualifications listed on this announcement.

Your qualifications will be evaluated on the following competencies:

- Advocacy and Interpersonal Skills
- Communications
- Education and Training
- Self-Management
- Resilience and Stress Management

**How to apply:** To apply for this position, **email** your resume, a cover letter that describes your interest in the position and provides additional information, experience or education not captured by your resume, and any additional supporting documentation to:

- Nikki Sorrell, State Sexual Assault Response Coordinator: [nicole.e.sorrell.civ@army.mil](mailto:nicole.e.sorrell.civ@army.mil); 802-338-3149. Vermont National Guard Road, Colchester, VT 05446.

**Next Steps:** Once your documentation is submitted you will receive a confirmation notification by email. Your application will be evaluated by the Human Resources Office to determine eligibility. After the evaluation is complete, you will receive another notification regarding the status of your application.