

## Director, Program Development for Underrepresented Communities:

Alteristic seeks a dynamic and charismatic public speaker with demonstrated leadership skills to join our programming team. The Director will work closely with the leadership team and will be responsible for the development, adaptation, implementation, and assessment of programs specifically for historically marginalized and underrepresented communities. The successful candidate will also provide strategic vision and continual support of programming that addresses issues of concern to historically marginalized or underrepresented communities as we work to develop violence prevention strategies and programs. The Director will further Alteristic's objective of building and maintaining an inclusive environment, and focus Alteristic's management on addressing issues of race and ethnicity both internally and externally.

We are a high-growth, mission-driven organization dedicated to the dramatic reduction of power-based personal violence. The Director will also provide consultation, training, and curriculum development on research-informed, data driven prevention strategies for programming in historically marginalized and underrepresented communities. The ideal candidate will have exemplary interpersonal and public speaking skills, initiative, and will be highly collaborative.

We offer a competitive salary commensurate with education and experience, and our benefits package includes health, dental and vision insurance, life insurance, generous leave, and retirement. Position will be based in Springfield, Virginia and there will be 50% travel associated with the job.

### Job Duties:

- Lead in training and adaptation of content for diverse populations.
- Provide training and technical assistance in the domains of power-based personal violence prevention (sexual assault, intimate partner violence, stalking, bullying, child abuse, and elder abuse) and effective community mobilization including but not limited to the Green Dot Violence Prevention strategy.
- Under the supervision of the programming senior leadership, serve as a point of contact for specific projects, technical assistance, and other duties related to prevention strategies.
- Contribute as a team member to prevention program curriculum development for diverse populations; media development; online presence; innovative community mobilization strategies, etc.
- Master new and existing training programs and stay abreast of key developments in the field.
- Acting as a resource and partner, the Director works individually and collectively with the Alteristic team, external partners, and diverse communities to nurture and strengthen an inclusive and culturally responsive organization culture.



7955 Cameron Brown Court  
Springfield, Virginia 22153  
alteristic.org  
571.319.0354

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- Collaborate with the operations team to ensure that all training materials are accurate and conducive to the needs of training participants and are reflective of new developments in the field.
- Other duties as assigned

#### **Employment Requirements:**

- Master's degree required, PhD preferred
- At least 5 years of experience in the development and implementation of programming that can address historically marginalized and underrepresented communities that will also be mindful of the intersection of identities and other issues.
- Ability to develop and implement short and long-term strategic goals for programs specifically for underrepresented communities with meaningful and measurable outcomes
- Experience as a trainer, public speaker or instructor
- Demonstrated experience developing community partnerships that offer opportunities for innovative and experiential collaboration
- An ability to inspire open, productive, and challenging conversations centered on diversity, equity, and inclusion
- Strong familiarity with current research, data acquisition and analysis, and successful implementation of strategies currently shaping program delivery in underrepresented populations
- Demonstrated sensitivity, knowledge, and understanding of the diverse backgrounds of underrepresented communities
- Proven success carrying out strategic goals and initiatives and in leading projects
- Excellent leadership abilities, interpersonal and collaborative skills, speaking and writing skills, strong listening skills, organizational skills, and the ability to simultaneously engage in and manage multiple priorities
- Must have some degree of experience with power-based personal violence prevention in the area of intimate partner violence, sexual assault, stalking, child abuse, elder abuse, and/or bullying
- Demonstrated and significant experience stewarding an inclusive, culturally responsive community
- The ability to work flexibly, independently and collaboratively in a fast-paced and ambitious environment with minimal supervision
- Dedicated lifelong learner with personal and professional integrity and the capacity to serve as a model of openness, generosity, and acceptance
- A sense of humor

#### **How To Apply:**



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Interested candidates should submit a resume, letter of interest, a writing sample (for example, academic writing, curricular writing or similar) and a 5-minute video demonstrating candidate's public speaking style (does not need to be specific to this topic) to: [applicants@alteristic.org](mailto:applicants@alteristic.org)

Please put "Director, Program Development for Underrepresented Communities" in email subject line. Apply as soon as possible as resumes/tapes are evaluated and interviews scheduled as applications are received.

Alteristic values and respects the diverse viewpoints and experiences and individual differences of all people. Alteristic is an equal opportunity employer and encourages all interested job seekers to apply.

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#### **ABOUT ALTERISTIC:**

Alteristic is a non-profit organization that tackles societal issues at local, national, and global levels. Alteristic provides comprehensive prevention education, consultation, and training that addresses sexual assault, dating and domestic violence, stalking, harassment, suicide and other issues. Committed to optimizing and activating inherent human good, Alteristic equips and mobilizes communities to create social norms that ensure safety, respect, and the opportunity to thrive for all people. Rigorously evaluated and shown to move the needle, Alteristic was founded on the principles of the widely disseminated Green Dot violence prevention strategy.

Alteristic works with domestic and international communities, educational institutions, government entities, and corporations to amplify the actions of individuals toward transformational social change.



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