



Freedom Network USA

Survivor Reentry Project Advocate

Application Deadline: November 17, 2023

Job Classification: Full Time, Exempt

Location: Remote or hybrid. Candidates **must** reside in DC, IA, IL, IN, KY, LA, MD, MI, NY, TX, UT, or VA.

About Us: Freedom Network USA (FNUSA) is the nation's largest alliance of organizations and individual advocates working with survivors of all forms of human trafficking to ensure that trafficked persons have access to justice, safety, and opportunity. FNUSA mobilizes its collective strength to build a transformative approach to human trafficking that is grounded in anti-racism and anti-oppression. We are a growing team of passionate advocates, providing training and technical assistance, advocating for legal and policy changes, and working to build a better anti-trafficking field. FNUSA has a work atmosphere where everyone's opinions and ideas are valued. We are committed to a healthy work-life balance and offer everyone opportunities to learn, experiment, and grow. FNUSA is a values-based organization. Learn more and meet our team at <https://freedomnetworkusa.org/about-us/>.

Position Summary: FNUSA's [Survivor Reentry Project \(SRP\)](#) is a national clearinghouse and referral network for criminal legal system relief for survivors of human trafficking who have been arrested related to their victimization. SRP offers technical assistance, training, and a network of pro bono lawyers to represent survivors. The SRP Advocate will respond to requests for assistance from survivors and advocates, support training and technical assistance, and provide support, referrals, and advocacy for survivors. This is a full-time, exempt position that reports to the SRP Attorney. This position is funded by a 3-year federal grant and further funding is expected.

Essential Job Functions:

Support Human Trafficking Survivors

- Complete eligibility screening for all human trafficking survivors seeking services from SRP
- Update SRP Database with survivor information and case status
- Provide referrals and information to survivors throughout their involvement with SRP
- Communicate legal questions and concerns to the SRP Attorney

Provide Technical Assistance and Training

- Collaborate with SRP Attorney and Survivor Advisory Group to create training materials for pro bono attorneys and other partners
- Conduct training in collaboration with SRP Attorney and Survivor Advisory Group

Coordinate Survivor Advisory Group Logistics

- Schedule, provide meeting materials, and support quarterly virtual meetings of the Survivor Advisory Group
- Follow up with Advisory Group members and support their work in SRP program development, process, materials, and evaluation

Required Experience and Skills

- At least 3 years of experience working with survivors of domestic violence, sexual assault, human trafficking, or other forms of trauma required
- Ability to work independently
- Organization and ability to prioritize among multiple tasks
- Excellent knowledge of Microsoft Office (including Excel, Word, and PowerPoint), Adobe Acrobat Pro, and Zoom
- Comfortable working in a dynamic, growing environment
- Personal and professional commitment to anti-racism, human rights, and survivor empowerment

Don't meet the exact qualifications? We still encourage you to apply. Research tells us that communities of the global majority opt out of applying for jobs they are qualified for because they don't meet the exact requirements. FNUSA is dedicated to creating a diverse and inclusive workplace.

Lived Experience: Survivors of trafficking are strongly encouraged to apply. Lived experience is evaluated as equivalent to work or educational experience by FNUSA for this position. While we prioritize hiring applicants with lived experience, you will be assessed based on your skills and wisdom, and your story is not what we are hiring you for.

You will thrive in the role if you are:

- A collaborative team player with excellent communication skills.
- Meticulous and detailed-oriented, with the ability to keep track of many small moving parts across several distinct projects.
- Highly flexible and able to gracefully adapt to new changes.
- Passionate about improving the response to human trafficking in the US.
- Committed to trauma-informed, survivor-led services with a strong commitment to confidentiality.
- Excited to support the development of an organization rooted in values of equity, transparency, respect, ethical and evolving expertise, sharing power and building community, and inward and outward accountability.

Work Environment: FNUSA has become a fully remote organization. Employees can choose to work from home or to have FNUSA provide a co-working office space near them.

COVID-19 Vaccine Requirement: Employees will be required to be vaccinated against COVID-19 in order to attend in-person meetings and events. Accommodations will be granted only where they do not cause undue hardship to the organization.

Essential Physical Requirements:

- The position requires the ability to work on a computer for all or part of the workday. The person in this position must be able to communicate via phone, video, and email.
- This position requires working set, core hours, Monday through Friday.

- This position requires travel at least once or twice per year via airplane, car, or train, depending on COVID safety guidelines.
- The position requires the ability to attend events that may encompass all or part of the workday.

Compensation: The salary range starts at **\$57,000** depending on experience. Benefits include 100% employer-covered medical, dental, and vision health insurance for employees; a SIMPLE IRA retirement plan with a 3% employer match; monthly utility stipend and one-time furniture stipend for remote employees; 120 hours of annual leave and 100 hours of wellness leave (prorated for the first year); 11 holidays and a week-long Winter Break at the end of the year.

The final salary offer will be contingent upon an organizational compensation analysis and equity review. In order to counter pay inequality and uphold internal parity, compensation is non-negotiable for all employees. To learn more about our compensation policy and view our compensation chart, please [click here](#).

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How To Apply: Please send a resume and answers to the following questions to info@freedomnetworkusa.org with “SRP Advocate” in the subject line by **November 17, 2023**. Please keep your answers to 1 paragraph for each question, do not exceed one page in total.

1. What interests you about this position?
2. What strengths do you bring to this position?
3. Do you have any concerns about FNUSA’s position on the [full decriminalization of sex work](#)?

Interview Process (estimated timeline):

1. We will begin inviting select candidates to a screening **phone/video** interview **on November 17, 2023** with SRP Attorney Miranda Nehrig.
2. Top candidates will move forward to a 1-hour interview with **Miranda and Executive Director Jean Bruggeman**.
3. References will be requested only for top candidates, after the interview.
4. Anticipated start date is **January 22nd, 2024**.

Please do not contact us to ask for the status of your application. We will provide all applicants with a final decision.

Freedom Network USA is an equal opportunity employer. FNUSA does not discriminate on the basis of race, ethnicity, color, gender identity or presentation, sex, marital status, sexual orientation, age, religion, immigration status, housing status, or the presence of any sensory, mental or physical disability in employment. We will provide reasonable accommodation to individuals with disabilities so they can participate in the job application or interview process, perform essential job functions, and receive other benefits and privileges of employment. Please contact us to request an accommodation.