



Job Title: Sexual Violence Prevention Program Director

Work Status: Full-Time (35-hour work week); Exempt

Starting Salary: \$75,000-80,000

To counter pay inequality and uphold internal parity, salaries are non-negotiable for new and current employees. Starting salaries are always listed clearly in job postings and salary offers are based on CCASA's established formula to adjust for experience and cost-of-living.

Why our salaries are non-negotiable: Requiring new staff to negotiate in order to receive a fair salary often results in pay inequity, especially for women and other marginalized identities, and we do not want to compound that inequity as part of our compensation structure. Employees have the opportunity to progress through current salary bands through annual cost of living increases and higher-level responsibility increases, and into new salary bands through promotions.

Benefits: Flexible workplace; business closure between December 24 and New Year's Day Observed; open vacation leave, 140 hours (20 days) of wellness leave per year, and 12 self-selected holidays per year; 100% employer-paid premiums for employees' medical, vision, dental, short- and long-term disability, and life insurance; and a 2% retirement contribution

Work Schedule: Schedule may vary to meet job demands; some evenings and weekends are required; some overnight travel is required

Location: Colorado residency is required. CCASA's office is located in Denver; however, staff are primarily working remotely and telecommuting within Colorado will be considered. CCASA may have required workdays in the office and other locations for in-person meetings and events.

Reports to: Executive Director

About CCASA:

The Colorado Coalition Against Sexual Assault (CCASA) is a statewide membership organization that provides leadership, advocacy, and support to address and prevent sexual violence. CCASA was founded in 1984 to be the collective voice of rape crisis advocates across the state of Colorado. Today, our membership includes over 100 sexual assault survivors, victim advocates, rape crisis centers, dual domestic violence and sexual assault programs, college and university campuses, law enforcement agencies, district attorney and judicial district offices, medical professionals, public health and government agencies, offender treatment programs, as well as other organizations and concerned individuals throughout Colorado. As a statewide coalition, CCASA supports our members, partners, and the broader community through training, technical assistance, information and referrals, educational materials, statewide systems change, and public policy education and advocacy.

For further information about CCASA, please visit our website at www.ccasa.org.

About the Position:

CCASA's Sexual Violence (SV) Prevention Program is in the early stages of development and this position will help build CCASA's primary prevention efforts.

The Sexual Violence Prevention Program Director is responsible for developing and implementing programming and services to support SV primary prevention and health equity promotion with CCASA member and partner agencies; facilitating relationships with CCASA members, partners, and other stakeholders; and ensuring compliance with assigned grant goals and objectives.

Job Responsibilities:

Prevention Programming and Services

- Develop and implement SV prevention programs and services, with a focus on implementation at the community and societal levels.
- Develop and implement CCASA's Youth Action Team in partnership with the Policy & Outreach Manager.
- Provide support, consultation, training, and technical assistance on the prevention of sexual violence and program development, with a focus on primary prevention and health equity.
- Research, analyze, compile, and develop information and resources on best practices related to the prevention of sexual violence and program development, with a focus on primary prevention and health equity.
- Connect with and engage representatives of diverse communities to ensure that all work is informed by the perspectives of diverse communities and is culturally relevant.
- Work with the Programs Team and other staff to identify, develop, and/or update CCASA's online, print, and video training materials and resources, including, but not limited to, online training modules, training manuals, other training materials, brochures, handbooks, and technical white papers.
- Work with the Policy Team and other staff, members, and partners to identify, promote, and implement policies, regulations, and laws at the community and state levels to promote sexual violence prevention strategies that advance health equity and reduce disparities.
- Work with the Director of Communications & Public Relations to develop and implement messaging for education and social marketing campaigns.
- Collaborate with the Sexual Violence Prevention Program at the Colorado Department of Public Health and Environment to develop and enhance a state action plan to support implementation and sustainability of sexual violence primary prevention at the community and state levels.
- Represent CCASA on various boards, committees, taskforces, and workgroups, as assigned.
- Develop and implement an evaluation plan for continuous program improvement.
- Identify and recommend opportunities to develop new programming and expand and evaluate existing programming to support CCASA members and partners.

Administration and Grant Management

- Manage and ensure compliance with all assigned grant activities, deliverables, products, and reporting.
- Manage the preparation and submission of reports for assigned grants.

Other Duties

- Track time and activities and complete required documentation.
- Provide input on relevant program and project budgets, as requested.
- Ensure adherence to CCASA policies and procedures and applicable state and federal laws and requirements.
- Supervise interns.
- Perform other duties as assigned.

Required Qualifications:

- Minimum of six (6) years of professional experience in sexual violence prevention, broader primary prevention, or public health **AND** a bachelor's degree in public health, sociology, social work, or other closely related fields; **OR** ten (10) years of related professional experience.
- Strong understanding of and experience applying the public health approach to primary prevention of sexual violence that advances health equity and reduces disparities in social and structural determinants of health.
- Experience in program development and implementation, specifically primary universal and secondary targeted prevention, and working with one or more of the following populations: youth and young adults (ages 14-24), victim service providers, youth service providers/educators, or system-involved populations.
- Experience implementing Positive Youth Development and leading youth program development.
- Knowledge/understanding of sexual violence, health equity, social justice, and anti-oppression work.
- Experience in community engagement and a demonstrated ability to build authentic relationships with people from diverse backgrounds and communities.
- Experience providing technical assistance to community partners and the ability to anticipate the needs of stakeholders and proactively provide resources or support.
- Demonstrated success with implementing complex projects, including engaging and coordinating with other partners.
- Experience driving the strategic direction of programs, convening stakeholders for community-centered program planning and evaluation, and identifying collaborative alignment points across community or state initiatives.
- Experience applying principles of adult learning to training development, and providing training, including web-based training.
- Experience developing logic models, designing and implementing program evaluation tools, and analyzing data.
- Experience with technical writing and publications development.
- Understanding of the process for designing and implementing public policy.
- Proficiency with the technology necessary for the functions of the position, including demonstrated ability with Microsoft Word, Excel, and PowerPoint; web-based training platforms (preferably Zoom and Canvas); and audio/visual equipment.

Preferred Qualifications:

- Experience with or knowledge of community-based sexual assault victim advocacy.
- Bilingual in English and Spanish.

Physical Requirements: Expectations for this position include operating a computer, in-person meetings with organizational partners and members of the community, and spending time on the phone and/or video calls for internal and external communication.

Candidate Profile:

- Effective interpersonal communication and facilitation skills.
- Excellent organizational skills and the ability to prioritize projects.
- Ability to identify and solve complex problems.
- Flexible and able to respond to emerging issues as they arise.
- Self-motivated with the ability to work independently and with minimal supervision.
- Ability to work effectively and collaboratively with staff and partners from diverse backgrounds, coalitions, community groups, and volunteers.
- Comfort with working in a remote, team-oriented environment
- Enthusiasm about promoting the mission, vision, and values of CCASA

Studies have shown that women, nonbinary folks, people of color, and people with disabilities are less likely to apply for jobs unless they believe they meet every single one of the qualifications as described in a job description. CCASA is committed to building a diverse and inclusive organization and we are most interested in finding the best candidate for the job. That candidate may be one who comes from a background less traditional to our field of work, and that's okay. We strongly encourage you to apply, even if you don't believe you meet every one of the qualifications described.

CCASA is an Equal Opportunity Employer.

Application Instructions:

Please submit your cover letter, resume, and answers to the requested Supplemental Information (see below) as *separate attachments* to:

- Email: brie@ccasa.org with "SVPP Director" in subject line
- No phone calls please.
- Please follow these instructions to ensure review of your application.

Instructions for Supplemental Information: Using no more than 3 pages total (typed, single-spaced, 11pt Arial font):

1. Describe how your knowledge, skills, and experience fit with the job responsibilities and requirements.
2. Briefly explain the public health approach to violence prevention.
3. Briefly describe some underlying conditions that promote sexual violence.

Applications will be reviewed on a rolling basis with priority for submissions received by March 9, 2026.