



BAWAR Position Description

Title: Sexually Exploited Minors (SEM) Program Advocate

Program: Human Trafficking-Sexually Exploited Minors

Reports to: Executive Director and SEM Coordinator

In 2009, BAWAR (Bay Area Women Against Rape) developed the (Sexually Exploited Minors) SEM Program to respond to an alarming increase in sexual exploitation in Alameda County. We are a trauma-informed and survivor-center organization who provides crisis stabilization to survivors of commercial sexual exploitation and human trafficking. Through community education, we work to humanize and destigmatize the voice and experiences of survivors. Additionally, we provide ongoing advocacy to sexually exploited minors engaged in systems including, but not limited to, law enforcement, probation, and medical settings.

Job Duties:

- Act as a first crisis responder when police departments, courts, juvenile hall, social services, school personnel, probation, or community agencies identify a sexually exploited minor (SEM).
- Provide ongoing advocacy and in-person peer counseling to sexually exploited minors or those at risk of exploitation.
- Respond to referrals throughout Alameda County and conduct assessments for newly referred clients.
- Make appropriate referrals to case management, therapy, medical care, and any other services clients need/want.
- Work with secondary survivors, including non-exploiting guardians.
- Collaborate with SEM network partners, service providers, and law enforcement to coordinate services for youth.
- Attend weekly supervision, staff, case conference and inter-agency team meetings.
- Community outreach to youth and adults by attending or leading presentations and trainings about agency services.
- Collect and document data as required by funding sources.
- Prepare and complete accurate data entry for client notes in a timely manner.
- Serve on-call to respond to sexual assault survivors and victims of human trafficking.
- Other duties, as deemed necessary by agency management.

Qualifications:

- Deal effectively with crisis situations in a calm and sensible manner.

- Exercise and maintain healthy boundaries with clients.
- Excellent written and oral communication skills in English.
- Exercise tact and discretion in communication with advocates and partners.
- Communicate clearly with youth and adults.
- Establish and maintain effective working relationships with staff, community partners, and law enforcement.
- Valid driver's license and reliable transportation.
- Flexibility with weekly schedule and availability to work some evenings and weekends.
- Successful completion of 66-hour Sexual Assault Crisis Counselor certification training.
- Must be 21 or older to perform all functions of the role to work with minors in Alameda County.

Preferred Skills

- Bachelor's Degree from an accredited institution.
- Strong public speaking skills and experience.
- Knowledge of Microsoft Suite (Word, Excel, PowerPoint), and Google Drive.
- Bilingual (preferably Spanish speaking)

The Sexually Exploited Minors Advocate is a full-time salaried position eligible for paid annual vacation, benefits, mileage reimbursement and work schedule flexibility.

Interested applicants are invited to send cover letters and resumes to **hiring@bawar.org**. Position is available immediately.

BAWAR is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees, regardless of race, color, ancestry, national origin, religion, sex (including pregnancy, childbirth, and related medical conditions), physical or mental disability, age (40 and older), genetic information, marital status, sexual orientation, gender identity and gender expression, AIDS/HIV status, medical condition, political activities or affiliations, military or veteran status, status as a victim of domestic violence, assault, or stalking, or any other characteristic protected by federal, state, or any other law.