

### **About ICADV**

The Iowa Coalition Against Domestic Violence (ICADV) is a statewide membership organization committed to ending gender-based violence and supporting survivors through education, advocacy, and systems change. We provide leadership, training, technical assistance, and resources to 25 member programs across Iowa serving survivors of sexual assault and domestic violence. ICADV values diversity, equity, and inclusion in all aspects of our work and is committed to advancing racial equity, centering survivor voices, and addressing the intersections of violence with other forms of oppression.

### **Position Overview**

The Housing and Economic Justice Specialist serves as ICADV's subject matter expert on housing and economic justice issues affecting survivors of domestic and sexual violence. This position provides specialized training and technical assistance to member programs on housing advocacy, financial empowerment, economic stability strategies, and navigating systems that impact survivors' ability to achieve safe, stable housing and economic independence. The Specialist develops expertise in housing law, tenant rights, financial literacy, accessing public benefits, and economic mobility pathways to support advocates in addressing the economic barriers that survivors face.

This specialist-level position requires deep knowledge of housing, victim services shelter, and economic systems, strong training and facilitation skills, and ability to translate complex policy and legal information into practical advocacy strategies. The role requires strong understanding of Violence Against Women Act protections within U.S. Department of Housing and Urban Development (HUD) programs such as the Continuum of Care (CoC) and Emergency Solutions Grants (ESG) Program. The Specialist coordinates statewide data collection efforts, builds partnerships with housing and economic justice organizations, develops resources and curriculum, and ensures member programs have the knowledge and tools needed to support survivors in achieving housing stability and economic security.

### **Key Responsibilities**

- Develop and deliver training for advocates on housing issues including fair housing rights, landlord-tenant law, housing discrimination, eviction prevention, transitional and supportive housing programs, housing vouchers and subsidies, reasonable accommodations, and housing advocacy strategies; provide economic justice training on financial literacy, asset building, credit repair, public benefits navigation, employment barriers, and economic empowerment approaches for survivors.
- Provide individualized technical assistance to member programs on complex housing and economic matters, grant compliance and policy questions, and advocacy strategies; respond to requests for consultation on tenant rights issues, benefit eligibility questions, federal housing protections for victims/survivors of sexual and domestic violence, dating violence, stalking, and human trafficking.

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- Manage the financial empowerment programming and work to address systemic barriers to securing access to banking and credit solutions; support member and non-member organizations in developing housing and economic advocacy capacity and connecting survivors with appropriate resources or assistance.
- Build and maintain partnerships with governmental and non-governmental housing and economic empowerment organizations including Iowa Finance Authority, Iowa Legal Aid, homeless coalitions, affordable housing developers, financial institutions, workforce development agencies, and economic opportunity programs; represent ICADV in housing and economic empowerment coalitions, task forces, and collaborative initiatives; identify opportunities to advance survivor-centered policies and practices.
- Develop housing and economic justice resources including toolkits, fact sheets, advocacy guides, training curricula, referral directories, and practice guidance for member programs and advocates; maintain up-to-date knowledge of housing law, economic assistance programs, benefit eligibility rules, and policy changes affecting survivors; ensure resources reflect current legal standards and best practices.
- Coordinate the annual domestic violence point-in-time census with member programs including planning data collection processes, providing technical assistance on census implementation, compiling and analyzing census data, preparing census reports for stakeholders and funders, and using census findings to inform advocacy, training, and resource development.
- Engage with national, state, and regional ant-sexual-and -domestic violence advocacy organizations on housing and economic justice initiatives; participate in national networks and communities of practice; stay current on emerging trends, research, and innovations in housing and economic advocacy for survivors; bring national best practices and policy developments to Iowa member programs.
- Collaborate with ICADV program staff to integrate housing and economic justice content into training offerings, ensure coordinated technical assistance delivery, and support organizational initiatives; participate in team meetings and organizational planning; contribute to grant applications and reports related to housing and economic justice work.

**Required Qualifications**

- Education and Experience: EITHER (a) Bachelor's degree in social work, public policy, law, economics, housing studies, or related field AND minimum of five (5) years professional experience in housing advocacy, economic justice, sexual and domestic violence services, or related work; OR (b) Seven (7) years related professional experience without degree
- Strong knowledge of housing issues affecting low-income populations including fair housing law, landlord-tenant rights, eviction prevention, housing subsidies, and affordable housing systems

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- Understanding of economic justice issues including financial literacy, public benefits systems, employment barriers, and economic mobility strategies
- Demonstrated knowledge of domestic violence and sexual assault dynamics, trauma-informed practices, and survivor-centered advocacy
- Experience developing and delivering training to adult learners with strong presentation and facilitation skills
- Experience providing technical assistance, consultation, or direct service support
- Strong written communication skills with ability to translate complex information into accessible resources and guidance
- Experience building partnerships and working collaboratively with diverse organizations and stakeholders
- Understanding of systemic barriers affecting survivors including intersection of poverty, housing instability, and violence
- Proficiency with Microsoft Office Suite and ability to learn new technologies
- Self-directed and organized with ability to manage multiple projects and priorities
- Valid driver's license and ability to travel throughout Iowa (up to 25%)

**Preferred Qualifications**

- Master's degree in social work, public policy, law, urban planning, or related field or seven (7) or more years' experience in housing advocacy, victim services shelter, or economic empowerment work
- Direct experience working in domestic violence or sexual assault services
- Knowledge of federal victim's rights protections under Violence Against Women (VAWA), Family Violence Prevention and Services Act (FVPSA), and Victims of Crime Act (VOCA)
- Strong understanding of VAWA requirements within U.S. Department of Housing and Urban Development (HUD) programs such as the Continuum of Care (CoC) and Emergency Solutions Grants (ESG) Program
- Knowledge of Iowa housing law, benefit programs, and service delivery systems
- Experience coordinating data collection initiatives or conducting program evaluation
- Bilingual/multilingual skills, particularly Spanish fluency
- Established relationships with Iowa housing or economic justice organizations

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- Lived experience with housing instability, economic barriers, or domestic violence (disclosure optional and not required)

### Compensation and Benefits

- Starting salary is 63,000, with the potential for negotiation based on the extent to which preferred qualifications are met.
- **Full-Time Status:** 32 hours per week (ICADV standard full-time workweek)
- Benefits include: \$400 monthly benefit stipend, health insurance (\$50/pay period employee cost), 100% employer-paid life insurance, 403(b) retirement plan, Responsible Time Off (unlimited PTO), 12+ paid holidays, Employee Assistance Program, hybrid work arrangements, and professional development support
- **Travel:** Mileage reimbursement at IRS rate, travel expenses covered

### Work Environment

This position operates primarily in a remote professional office environment with regular travel throughout Iowa for training delivery, member program visits, and partnership meetings. Work involves extended periods of computer use for research, resource development, data management, and communication. Position requires travel up to 25% within Iowa, which may involve driving in varied weather conditions and occasional evening or weekend commitments for training events or coalition meetings. Position involves exposure to stories of domestic violence, sexual assault, housing instability, and economic hardship. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions of this position.

### Equal Employment Opportunity

ICADV is an equal opportunity employer committed to building a diverse and inclusive workplace. We do not discriminate on the basis of race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, veteran status, or any other protected characteristic. We strongly encourage applications from people of color, LGBTQ+ individuals, people with disabilities, veterans, and individuals from other historically marginalized communities. We encourage you to apply even if you don't meet all the qualifications described.

### How to Apply

Applications will be reviewed on a rolling basis. Please submit the following materials to [jobs@icadv.org](mailto:jobs@icadv.org) with the subject line " **Housing and Economic Justice Specialist** ". Only applicants who submit all required and completed application materials will be considered to the role:

- Cover letter describing your interest in the position, relevant experience in housing and economic justice, and how your background aligns with ICADV's mission
- Current resume or CV

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- List of three professional references with contact information (references will not be contacted without prior notice)