

Exhibit D

DCF FUNDED POSITIONS CAN INCLUDE:

All employees must:

- *Have a working knowledge of and be able to articulate a clear understanding of the dynamics of domestic violence*
- *Complete the 40-hour training program conducted by any of the DV Lead Agencies in compliance with the Victim Counselor Privileged Communication requirements as set forth in NJSA 2A:84A-2214 et seq.*
 - *Copy of certificate must be forwarded to the Division on Women and/ or be made available at time of DCF site visit/ monitoring*
- *Be knowledgeable about the cultural and social patterns of the population served in Essex County*

Clinical Supervisor: The selected candidate must (minimally) be a Licensed Clinical Social Worker (LCSW) or a Licensed Professional Counselor (LPC). License should be active for the State of New Jersey. DVS certification is a plus. Responsibilities include (but are not limited to): Clinical supervision of mental health professionals and DVL(s). This person can also provide individual/group sessions for residential and non-residential survivors. A minimum of one full-time staff person is required.

Director of Residential Services: The selected candidate must possess: (1). a bachelor's degree (graduate degree preferred) in a social work, psychology or a related field; (2). a minimum of three to five years' experience in management and supervision (of a residential facility preferred); and (3). A minimum of three years' experience in client oriented social services (domestic violence related preferred). DVS certification is a plus. The selected candidate will be responsible for the day-to-day operations of the shelter program. DCF funding will support one full-time staff person.

Director of Non-Residential Services: – The selected candidate must possess: (1). a bachelor's degree (graduate degree preferred) in a social work, psychology or a related field; (2). a minimum of three to five years' experience in management and supervision; and (3). A minimum of three years' experience in client oriented social services (domestic violence related preferred). DVS certification is a plus. The selected candidate will be responsible for the overall management of all non-residential service activities including, but not limited to, training, supervision and oversight of all non-residential domestic violence programming. DCF funding will support one full-time staff person.

Licensed Mental Health Clinician: The selected candidate must possess a graduate degree in social work, psychology or a related field. An LCSW, LPC or LMFT is preferred. DVS certification is a plus. Responsibilities include providing individual or group counseling sessions for the residential and non-residential primary or secondary domestic violence victims. DCF funding will support these position(s). Staffing levels should be considered based on number of survivors being served.

Case Managers: At a minimum, the selected candidate must possess a Bachelor's degree in social work, psychology or a related field. Responsibilities include (but are not limited to) providing a comprehensive assessment of needs, doing a warm transfer for referrals, and ensuring the survivor has accomplished the identified goals. Staffing levels should be considered based on number of survivors being served.

Residential Advocate: The selected candidate must minimally have a high school diploma (a Bachelor's degree in social work, psychology or a related field is highly preferred); or a high school diploma and a minimum of 2 years of experience working with this population. Responsibilities include, but are not limited to, advocacy, client accompaniment, safety planning, referrals and information, etc. Candidate must have a valid driver's license. Staffing levels should be considered based on number of survivors being served.

Residential Child Advocate: The selected candidate must possess a Bachelor's degree in social work, psychology or a related field; or a high school diploma and a minimum of 2 years of experience working with this population. Responsibilities include, but are not limited to, providing counseling, advocacy, referrals and information to residential clients' children. Staffing levels should be considered based on number of survivors being served.

Evening/ Overnight Residential Advocates: The selected candidate must possess a Bachelor's degree in social work, psychology or a related field; or a high school diploma and a minimum of 2 years of experience working with this population. Responsibilities include, but are not limited to, maintaining facility operations during the evening/ overnight hours; insuring overall safety of the survivors and security of the shelter; advocacy; client accompaniment; safety planning; referrals and information, and answering hotline calls. Candidate must have a valid driver's license. A minimum of two full-time staff are required per DCA licensing standards.

Evening/overnight Crisis Advocate: The selected candidate must possess a Bachelor's degree in social work, psychology or a related field; or a high school diploma and a minimum of 2 years' experience working with this population. Responsibilities include, but are not limited to, providing crisis intervention for clients and answering hotline calls during the evening/ overnight hours. Staffing levels should be considered based on number of survivors being served.

Community Education Coordinator: Responsibilities include, but are not limited to, providing domestic violence awareness trainings, education and awareness to the community at large. Building partnerships with key stakeholders in the community to facilitate necessary access to services for survivors. DCF funding will support one full-time position.

Weekend/Holiday Per Diem: Responsible for shelter and hotline on weekends and holidays. DCF funding will support costs associated with this position. Staffing levels should be considered based on number of survivors being served.

Domestic Violence Liaisons: DVL's are responsible for assisting the Division of Child Protection and Permanency (DCP&P) staff in the assessment and services in cases of co-occurrence of domestic violence and child abuse. DCF funding will support four (4) full-time positions. These positions are required.