



Cure Violence Global Position Description

Position Title: National Site Trainer
Classification: Part-time
Location: U.S.A.
Reports To: Regional Associate Director of National Programs

Organization Overview

Cure Violence Global® (CVG) is a nonprofit organization whose mission is to reduce violence globally using evidence-based public health and disease control methods. CVG delivers in-depth training and technical assistance (TTA) on its proprietary Cure Violence® public health approach to violence reduction to jurisdictions and local community-based organizations. CVG's approach is grounded in an understanding that violence follows a contagious process: it clusters and spreads geographically, is transmitted through exposure, and is perpetuated and reinforced through social norms. The CVG model therefore focuses on 1) detection/interruption; 2) behavior change and treatment; 3) shifting community norms.

CVG's TTA approach calls for the identification of and collaboration with local partner organizations that have the capacity, credibility, and desire to operate a local program, with CVG providing start-up training, ongoing technical assistance, a peer learning network, and process and outcome evaluation to ensure program fidelity and maximal impact. Currently, CVG is working with more than 50 communities in the U.S. and in several other countries.

CVG is an equal opportunity employer and welcomes applicants of all races, ethnicities, religions, genders, gender identities, and sexual orientations.

Position Summary

The National Site Trainer is responsible for serving as a subject matter expert on the Cure Violence approach for representatives from partnering and interested cities and communities. This position conducts training for community-based partners, front-line staff, managers, and hospital-based staff at partner sites. It also participates in pre-screening and interview processes for organizations/municipalities making determinations about appropriate staff to hire for implementation of the model.

Essential Functions

- Direct structured learning experiences and monitor their quality results.
- Assess training effectiveness to ensure incorporation of taught skills and techniques into trainees' behavior.
- Deliver training curriculum
 - Facilitate Program Management Training (PMT) in its entirety. The PMT is conducted to impart management-level staff with critical knowledge, skills, strategies, and insights specific to managing a health intervention and the frontline staff associated with the intervention.
 - Facilitate Violence Interruption and Reduction Training (VIRT) in its entirety. The VIRT is for outreach workers, violence interrupters, and other administrative staff. It includes presentation of core concepts and skill development through demonstration and practice.
 - Facilitate Database Training in its entirety. The database training is designed to equip the site with the necessary skills to use our program database for documentation of all program activities and to guide program implementation.
 - Facilitate Hospital Violence Intervention Training in its entirety. This training is for site, city, and hospital system staff who are implementing the approach in partnership with hospital systems.
 - Support the development and facilitation of new and/or supplemental training, as assigned.
- Facilitate and document pre-screening and panel interviews as assigned.
- Perform quarterly site certification visits to sites when assigned.
- Facilitate booster trainings for sites when assigned. Boosters are used to refresh and reinforce knowledge, skills, and attitudes around key components of the CVG approach.
- Attend staff meetings, training team meetings, and ad hoc meetings as needed.
- Perform other related duties as assigned by supervisor.
- **Please note:** Traveling nationally is an essential function of this position. The employee must be willing to travel at least, but not limited to, 50% of the time.

Qualifications and Skills

- **Mandatory Qualification:** Must have served as Program Manager, Supervisor, Violence Interrupter, Outreach Worker, or Hospital Responder at a Cure Violence Global Replication Site. This is critical for their ability to perform the duties associated with this position.
- Some experience as a trainer, coach, or training facilitator.
- Must possess at least five years of experience of implementing direct violence prevention programming (CVG or comparable).
- Must have at least 2 years' managerial experience.
- Must possess basic computer skills which include use of email and Microsoft Office (or equivalent) and use of remote meeting platforms (teams, zoom, etc.).
- Must be willing to complete a hiring panel process.
- Must provide at least two references (at least one professional) with contact information for verification purposes.

- Must have a high school diploma/GED.
- Excellent oral and written communication skills.
- Have at least 1 year of time home since last incarceration.
- Commitment to always maintain professional boundaries with all partners.
- Ability to multitask, prioritize and communicate in an effective and efficient manner.
- Flexibility and adaptability to short notice travel requests due to the nature of national engagement.

Disclaimer

This job description reflects the general nature and level of work anticipated in this position. It is not designed to contain or be interpreted as a comprehensive inventory of all duties, responsibilities and qualifications required of employees assigned to this job. Nothing restricts management's right to assign or reassign duties and responsibilities to this job at any time.

Please submit cover letter and resume to:

Erika Wade

Senior Director, Finance & Human Resources

Email: ewade@cvg.org