

Operations and Policy Analyst 3

Are you passionate about serving survivors of domestic violence? Are you seeking opportunities to raise the level of health and wellness within The Nine Tribes of Oregon and other vulnerable populations? If so, this job opportunity may be a great fit for you! The Oregon Department of Human Services (ODHS) is currently hiring team members to support the **Survivor Investment Partnership (SIP)**.

Overview of the Program

The **Survivor Investment Partnership (SIP)** is a partnership with The Nine Tribes of Oregon, culturally specific providers, and co-located advocate agencies to provide services to survivors. The intent of the partnership is to increase the accessibility of advocacy services and meaningful financial support to survivors of domestic violence and sexual assault for Tribal communities, individuals without children, and vulnerable populations. In this position, you would collaborate with The Nine Tribes of Oregon, providers, advocates, and others to provide financial help, safety planning, advocacy, and referrals to survivors of domestic violence.

Overview of the Position

- Communicates frequently with The Nine Tribes of Oregon, culturally specific providers, co-located advocates, ODHS staff and leadership and other community partners.
- Responsible for implementation of operations and policy guidelines for the Survivor Investment Partnership program, including methodology for contract allocations.
- Identifies, develops, analyzes data requirements, and monitors SIP performance measures.
- Evaluates data trends and findings and prepares comprehensive reports for Leadership to make informed decisions. Provide updated and accurate analysis for legislation.
- Represent ODHS at statewide meetings with internal/external partners.

Desired Skills *(preferred but not required)*

- Ability to communicate effectively with a wide range of audiences in verbal and written settings.
- Knowledge of Domestic Violence and Sexual Assault (DVSA) programs.
- Experience working with survivors of DVSA and/or human trafficking.
- Experience working with a diverse range of people including Tribal communities and culturally specific populations.
- Ability to lead a diverse group in meetings and ensure all voices are heard.
- Experience researching and analyzing data, developing understandable business cases/reports that provide multiple and non-biased assumptions/options for leadership to make decisions.
- Ability to manage time efficiently.
- Experience with researching, reading, writing program policies.
- Working knowledge of Microsoft Office (Word, Excel, Power Point, etc.).

Who Should Apply?

We encourage all candidates with transferable skills and experiences to apply. Studies have shown that women, people identifying as LGBTQIA2S+, and Black, Indigenous, and other people of color are less likely to apply for jobs unless they meet every one of the qualifications listed. We are most interested in finding the best candidate for the job, and that candidate may be one who comes from a less traditional background.

- Members of the Tribal, Black, Indigenous, People of Color (BIPOC), Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual, and Two Spirit (LGBTQIA2S+), women, or individuals from the community we are trying to reach with this work
- Individuals fluent in other languages or American Sign Language (ASL)

Minimum Qualifications

- A Bachelor's Degree in Business or Public Administration, Behavior or Social Sciences, Finance, Political Science, or any degree demonstrating

the capacity for the knowledge and skills; and four years professional-level evaluative, analytical, and planning work

OR

- Any combination of experience and education equivalent to seven years of experience that typically supports the knowledge and skills for the classification.
 - **We encourage candidates to list these in their application materials. This may include lived experience, work experience, volunteer experience, and education.**
 - Please reference the *KNOWLEDGE AND SKILLS* section listed on [this webpage](#) for examples of required knowledge and skills.

Salary and Compensation

- \$5396.00 - 8292.00 (during trial service)
- \$5771.00 - 8870.00 (includes 6% for PERS after trial service)
- Work-life balance, 11 paid holidays a year, flexible work schedules, paid time off, sick leave, and competitive benefits packages including health, dental, vision, retirement, and much more.

Oregon state government is committed to fair employment practices and non-discrimination, including pay equity, for all employees. The Pay Equity Project includes an Equal Pay Analysis of current state employees as well as changes in hiring processes associated with setting initial new hire rates.

About ODHS and Equity

At ODHS, we are committed to inclusive excellence by advancing equity and diversity in all that we do. We are an Affirmative Action/Equal Opportunity employer and encourage applications from members of historically underrepresented racial/ethnic groups, women, individuals with disabilities, veterans, LGBTQIA2S+ community members, and others to help us achieve our vision of a diverse and inclusive community.

Equity is foundational to our role as a human services agency, and we are committed to integrating equity into all we do. The [Equity North Star](#) has four points that explain the agency's goals related to equity, inclusion, and racial justice.

Contact Information

If you have any questions about the position, requirements, or how to apply, please contact:

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