



Work with Starfish Alliance to Make a Difference!

Are you passionate about fighting human trafficking and caring for survivors? Do you have a unique ability to understand the unspoken needs of survivors, while driving impactful initiatives? If so, we invite you to apply to become our Survivor Navigation Program Development Consultant and be a part of a dynamic and help transform the lives of survivors.

Survivor Navigation Program Development Consultant

Position Overview:

We are seeking a dedicated and passionate full-time consultant to design and develop our **Survivor Navigation Program**. This role is crucial in creating a supportive community where survivors can thrive and reclaim their lives through career preparation, connection to job placement opportunities, and achievement of personal goals through trauma-informed, survivor-centered support. The consultant will work closely with the Executive Director to create policies, procedures, and program frameworks that ensure dignity, empowerment, and measurable outcomes.

At Starfish Alliance, we believe *every life matters*. Founded in December 2024 and inspired by the starfish folktale, Starfish Alliance is working to prevent human trafficking by equipping our communities to recognize and understand how to respond to human trafficking; build strategic alliances to collaboratively identify supporting solutions to fighting human trafficking; and empower survivors through a navigation program helping them achieve financial independence, healing and restoration to ultimately thrive in life.

The *Survivor Navigation Program Development Consultant* will lead the development and implementation of Starfish Alliance's survivor care programming. This includes building a robust career navigation program and establishing a network of wraparound support resources for survivors. This role requires a compassionate with strong program development, relational, and coordination skills.

Responsibilities:

- **Program Development**

- Design a comprehensive and scalable navigation program that places survivors in the driver's seat of their journey.
- Establish clear vetting and intake criteria, as well as off-ramps for participants who may not be ready for the program.
- Integrate access to wraparound supports (housing, childcare, counseling, mental health services) via Alliance Anchor Partners.



- In concert with leadership, develop functions and successful operational plan for the future onboarding of a Case Manager who will manage day-to-day survivor needs.
- In collaboration with the Executive Director and Alliance Partner Consultant, identify critical relationships with and maintain a database of agencies, organizations and partners essential to the success of the survivor navigation program.
- Incorporate supportive intervention into program planning, to include:
 - emergency service coordination,
 - safety protocol development,
 - stakeholder communications plans,
 - incident documentation,
 - and training requirements.
- **Policy & Procedure Development:**
 - Develop policies, procedures, and standards that prevent re-traumatization and foster empowerment.
 - Create onboarding/intake and case management processes that carefully gather critical information while protecting against re-traumatization, and which are survivor and trauma-informed.
 - Incorporate survivor advisory input and feedback loops into program.
 - Identify survivor-centered strengths-based assessments and flexible pathways (education, vocational training, entrepreneurship) in collaboration with coaching experts.
 - Ensure essential policies and safeguarding protocols are incorporated to protect survivor privacy and dignity.
 - Incorporate procedure to coordinate case management development with social workers, therapists, and community partners.
- **Evaluation & Metrics:**
 - Define measurable outcomes and success indicators.
 - Develop tools to track program effectiveness and survivor progress.
 - Metric data on organizational impact should include:
 - *Survivor Engagement and Retention:* survivors enrolled and retention.
 - *Career Placement Rates:* percentage of survivors who secure career employment.
 - *Partnership Development:* success of partnerships established.
 - *Survivor Satisfaction:* survivor feedback surveys.
 - *Service Utilization:* supportive services used by survivors.

Qualifications:

- **Experience:** Experience developing programs for survivors of trafficking, domestic violence, or vulnerable populations. Lived experience will be considered and may be substituted for educational and other experience qualifiers.



- **Education:** Bachelor's degree in social work, human services, project management, public policy or related field. Willingness to participate in conferences for continuing education or to represent Starfish Alliance. Certifications or training in trauma-informed care or victim service are a plus.
- **Knowledge:** Trauma-informed care, survivor-centered program design, workforce development, nonprofit evaluation, and faith-based care.
- **Skills:** Program design, policy writing, networking, evaluation, communication, organizational, and interpersonal skills. Proficiency in Microsoft Office Suite is necessary. Ability to work independently and remotely while maintaining team collaboration.
- **Abilities:** Ability to build a program which balances survivor empowerment with organizational standards, prevents re-traumatization, and adapts models to diverse needs. Establish relationships with a variety of stakeholders. Strong connections within area nonprofit and evangelical community.
- **Passion:** A genuine passion for the mission and values of Starfish Alliance.

Benefits:

- Opportunity to make a meaningful impact in the fight against human trafficking.
- Serve others and work in a collaborative environment.
- Help shape a growing organization as a foundational leader.
- Gain valuable experience in startup nonprofit program development.

Position Details:

- **Type:** Full-time, contractor
- **Location:** Reston, VA (hybrid/remote flexibility possible)
- **Hours:** 40 hours per week
- **Contract Duration:** 3 months, extension possible upon evaluation and mutual agreement

How to Apply:

Interested candidates should submit their resume, a cover letter detailing their relevant experience and passion for the role, and a personal statement of faith to kim.luckabaugh@starfishalliance.net.