

RESILIENCE

Empowering Survivors | Ending Sexual Violence

Legal & Medical Advocate (MDT) Bilingual English/Spanish required

ORGANIZATIONAL BACKGROUND

The mission of Resilience is to end rape culture and empower sexual assault survivors through advocacy, education, and healing. Throughout Chicago, we provide nonjudgmental crisis intervention counseling, individual and group trauma therapy, medical and legal advocacy, public education, and institutional advocacy to improve the treatment of survivors, and to effect positive change in policies and public attitudes toward sexual assault. Established in 1974, Resilience serves over 2,000 survivors of sexual violence and their loved ones annually. Resilience has a main office in downtown Chicago, a community-based office in Chicago's West Side, and co-locations within partner organizations across the city.

Reports To: Director of Advocacy Services

Status: Full-time, Non-exempt, Bilingual English/Spanish required

Salary Range: \$47,500 – \$50,000, commensurate with experience

Benefits: HMO, Dental, Vision, and Life Insurance fully covered by the employer. Generous holiday schedule and paid time off. Free onsite gym.

Location: Hybrid in-person/work-from-home

GENERAL ROLE DESCRIPTION

The bilingual Legal & Medical Advocate serves as a strategic liaison and navigator for survivors of sexual violence, providing expert guidance across medical, criminal, and legal systems. As a core member of the Multidisciplinary Team (MDT) coordinated by the Cook County State's Attorney's Office, this role is essential in supporting survivors within the systems they encounter, including healthcare, law enforcement, and the judiciary. By balancing direct crisis intervention with systemic reform, the Advocate ensures that survivors' rights are upheld while working to remove institutional barriers to safety, accountability, and healing.

RESPONSIBILITIES

Individual Advocacy Services

- Provide support, crisis intervention, and information and referrals to survivors of sexual assault and their loved ones
- Accompany survivors in the emergency department of partner hospitals and provide emotional support, crisis intervention, and advocacy services during medical forensic examinations
- Provide comprehensive legal advocacy and systems navigation for survivors of sexual assault, including detailed guidance on, and accompaniment within, criminal and civil legal systems, keeping clients regularly apprised of their case status. *Note: In alignment with agency standards, the advocate serves as a support pillar and does not participate in the formal investigation of any case*

- Facilitate the filing of protective orders and offer expert navigation for DCFS investigations and community-based support services
- Provide ongoing medical advocacy services and referrals, as needed (e.g. resolve billing problems, STI/STD and HIV testing and treatment, pregnancy testing, accessing reproductive care options, substance abuse programs, etc.), keeping clients regularly apprised of their medical follow-up appointments and billing status
- Provide information and referrals to necessary follow-up services including temporary housing, food, clothing, locksmith services, transportation assistance, counseling, etc.
- Provide advocacy, support, and information to survivors seen at the MDT office at Area 3 Detective Division, as well as their loved ones, through telephone, virtual, and in-person contacts

On-Call

- Provide on-call coverage for assigned and rotating shifts as part of Resilience’s 24-hour hospital crisis response. This involves evenings and some weekends

Institutional Advocacy and Outreach

- Engage in institutional advocacy by participating in meetings, trainings, and committees with local and statewide sexual assault coalitions, local law enforcement, emergency departments, and other assigned partners, including monthly MDT Case Review
- Conduct ongoing outreach and networking with Multidisciplinary Team (MDT) partners and service providers—specifically within CPD Areas 3, 4, and 5—to foster collaboration and maintain awareness of Resilience services
- Support the Director of Advocacy Services in coordinating with the Chicago Police Department (CPD) and Cook County State’s Attorney’s Office, including facilitating roll call trainings
- Represent the agency on internal and external committees focused on trauma-informed care, racial equity, disability inclusion, LGBTQ+ issues, and the intersection of sexual violence, domestic violence, and human trafficking

General

- Assist the Advocacy Volunteer Supervisor and Directors in delivering volunteer trainings, in-services, and programs through the Resilience Training Institute (RTI)
- Maintain accurate records of all services delivered, ensuring compliance with agency requirements, complete monthly reports, and collect service evaluations
- Actively participate in team, staff, and case consultation meetings, as well as ongoing staff development activities

Perform other duties as assigned to further the reputation and financial stability of Resilience.

Position Requirements

- Bilingual (written and verbal fluency) in Spanish and English required; bicultural background and experience working specifically with Spanish-speaking communities strongly preferred
- Demonstrated interest or experience in criminal and civil legal advocacy, including navigating survivor options and building professional relationships with law enforcement
- Previous experience addressing sexual/gender-based violence, human rights, and working with diverse populations (including LGBTQ+ and BIPOC communities) strongly preferred
- Exceptional organizational, record-keeping, and public speaking skills
- Ability to advocate objectively for the rights of others

- Strong interpersonal skills with a proactive, problem-solving mindset
 - Ability to work effectively in a small, mission-driven, trauma-informed organization
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Organizational Requirements

- Exceptional executive functioning skills
- Adaptability, conscientiousness, and reliability
- Excellent verbal and written communication skills
- Ability to give and receive honest, constructive feedback
- Ability to take initiative and work independently, as well as in a team environment that includes cross-department coordination
- Passion for Resilience's mission required
- Flexibility to work evening and weekend hours
- Completion of minimum 40-hours of sexual assault training within 60 days of hire is required; previous completion of the training is strongly preferred

Hybrid Work Environment

To support team collaboration and operational success, Resilience utilizes a structured hybrid work schedule requiring 1–2 days per week in the office. While we value workplace flexibility, this position requires regular onsite presence and is not a remote role. Onsite schedule requirements are based on organizational need and individual performance, and may be adjusted as necessary.

Background Check Requirements

Due to the nature of our funding, all staff, interns, and volunteers are required to clear a criminal background check, free of convictions related to 1) any sex offense, and 2) any offense in which the victim is, by statute, a youth, including but not limited to, child abuse and child endangerment. Additional background checks vary by position and are required for work with Chicago Public Schools and with survivors who are incarcerated. Those who do not pass these requirements are not eligible for employment.

Environmental/Physical

Due to the nature of our work, all employees have the following potential risks, which will vary depending on the role:

- Exposure to vicarious trauma
 - Exposure to environmental and/or psychological hazards on or offsite at select partner locations
 - Physical requirements may include (extended or periodic) walking, bending, reaching, sitting, and lifting
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Benefits and Perks

At Resilience, we believe caring for our team is essential to caring for our community. Eligible employees have access to a comprehensive benefits package that includes medical, dental, and vision insurance, life and disability coverage, a retirement savings plan, flexible spending accounts, and an Employee Assistance Program (EAP) offering confidential counseling and support resources.

Employees also enjoy generous paid time off, including holidays, vacation, sick time, wellness time, bereavement leave, jury duty leave, and other protected leaves of absence. We have a fully-equipped fitness center onsite that offers staff a convenient way to focus on health and wellness before, during or after the workday. We are committed to supporting the health, well-being, and professional growth of our staff so they can thrive both at work and in their personal lives.

How to Apply

To apply, please complete our application here: <https://ourresilience.bamboohr.com/careers/>

Persons of color and LGBTQ+ persons are encouraged to apply. Resilience is an equal opportunity employer and does not discriminate on the basis of race, age, sex, gender identity, gender expression, national origin, sexual orientation, or disability in its procedures and policies.

Resumes without a cover letter will not be considered. Thank you.