



<b>Job title</b>	Program Director, Violence Interruption
<b>Reports to</b>	Executive Director
<b>Salary</b>	\$85,000

**Violence Interruption Project - Community Violence Reduction Program (American Rescue Plan Act)  
Position Description – Program Director of Violence Interruption**

**(1) Project/Program Background**

The funds used to support this position through the Indy Public Safety Foundation (IPSF) as part of the City of Indianapolis’s Community Violence Reduction Program (“Program”) are derived from the City’s allocation out of the Coronavirus Local Fiscal Recovery Fund, CFDA No. 21.027, created by Section 9901 of the American Rescue Plan Act, Pub. L. No. 117-2 (March 11, 2021) (the “Act”). The Act requires that the payments from the Coronavirus Local Fiscal Recovery Fund only be used to cover cost incurred: (1) to respond to the public health emergency with respect to the COVID-19 or its negative economic impacts; (2) to respond to workers performing essential work during the COVID-19 public health emergency by providing premium pay to eligible works or providing grants to eligible workers who perform essential work; (3) to enable replacement of government revenues reduced due to the COVID-19 public health emergency; or (4) to make necessary investments in water, sewer, or broadband infrastructure. Interim final guidance issued by the Department of the Treasury states that the City may use funds from the Act to facilitate access to resources that improve health outcomes, including services that connect residents with health care resources and public assistance programs and build healthier environments; specifically, one such eligible use of funds is for “[e]vidence-based community violence intervention programs to prevent violence and mitigate the increase in violence during the pandemic.”<sup>1</sup>

Since the onset of the COVID-19 pandemic in early 2020, violent crime has increased. Data gathered by the National Commission on COVID-19 and Criminal Justice show that in 34 large American cities, homicides rose by approximately 30% between 2019 and 2020.<sup>2</sup> Indianapolis was no exception: it suffered a record 214 criminal homicides in 2020, which represents a 39% increase over 2019’s figure.<sup>3</sup> Through the first ten months of 2021, the rate of homicides in Indianapolis has exceeded 2020’s elevated pace; as of early November, 2021 has already surpassed the City’s all-time homicide record. While the causes of this increase in violence are multifactorial, the COVID-19 pandemic has undoubtedly contributed. COVID-19 had a disparate impact on already-vulnerable populations, and exacerbated underlying economic, emotional, and mental stress.<sup>4</sup>

**(2) Position Description and Requirements**

For the Indy Public Safety Foundation (IPSF) Violence Interruption Project, which operates in partnership with the Program and with the City’s Office of Public Health and Safety, the position of Program Director of Violence Interruption will be created to:

- Oversee operations and staff of Violence Interruption program;
- Serve as key contact with project stakeholders; and
- Support connected work of the Indy Public Safety Foundation within the scope of the Program.

The Program Director is always expected to work enthusiastically and professionally.

<sup>1</sup> Department of the Treasury, 31 C.F.R. Part 35, RIN 1505-AC77, Interim Final Rule, pp. 18, 23 (available at <https://home.treasury.gov/system/files/136/FRF-Interim-Final-Rule.pdf>).

<sup>2</sup> National Commission on COVID-19 and Criminal Justice, Impact Report: COVID-19 and Crime (Jan. 31, 2021), <https://covid19.counciloncj.org/2021/01/31/impact-report-covid-19-and-crime-3/>.

<sup>3</sup> Derrick Bryson Taylor, “Indianapolis Recorded a Steep Rise in Homicides in 2020,” *New York Times* (Apr. 16, 2021), <https://www.nytimes.com/2021/04/16/us/indianapolis-recorded-a-steep-rise-in-homicides-in-2020.html>.

<sup>4</sup> National Commission on COVID-19 and Criminal Justice, Impact Report: COVID-19 and Crime, *supra* n.2 at 20.



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Applicants for this position acknowledge these key requirements and limitations:

- The funding for this position expires on **December 31, 2024**. While it is possible that the Program Director will be retained after that date, no commitment of long-term employment is being offered. IPSF does not offer a guarantee that the position will be available for the full period until funding expiration, or for any particular period of time.
- Travel within Marion County is a requirement for this position. A means of transportation will not be provided, and position holders must have access to an appropriate means of transportation. Compensation for the position includes a reasonable per mile reimbursement for mileage.
- This is an **at-will** position.
- While this position will work closely with the City of Indianapolis as part of the Program, IPSF is not a public agency and is not part of the City of Indianapolis. The holder of this position will not be a City employee.

**(3) Position Key Duties:**

**Program Management**

- Provide supervision to all program staff - full-time employees (2) and contractual staff (34) – including daily activities and workflow, performance evaluations, etc.
- Develop operational plan for program and lead continual process/program improvement cycle.
- Work with IPSF team to develop, implement and evaluate media and community awareness initiatives, including community education, website & social media promotion, press releases, and media events.

**Data Collection, Reporting and Compliance**

- Develop, implement, and evaluate data collection methods and systems, ensuring the accurate and timely collection of all necessary data regarding impact and financials of the program.
- Ensure contractual compliance with program’s funders, including the Office of Public Health & Safety, City of Indianapolis and all relevant federal regulations.
- Provide frequent and as requested data and reporting to IPSF Chief Executive Officer and/or Chief Operations Officer.

**Stakeholder Relations**

- Work closely with the City of Indianapolis, through OPHS, who will be the governing agency to make any policy and administrative decisions regarding the violence reduction program.
- Work with OPHS and National Institute of Criminal Justice (NICJR) to develop, implement and evaluate necessary trainings for project staff.
- Develop relationships, partnerships, workflows and communication with key stakeholders, including the Office of Public Health & Safety, Indianapolis Metropolitan Police Department (IMPD), City of Indianapolis, Indianapolis City County Council, Central Indiana Community Foundation (CICF), community-based organizations (CBOs), faith-based organizations (FBOs) and more.

**Other Duties as Assigned**

- Perform functions as assigned by Chief Executive Officer within the scope of the Program.



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**(4) Basic Qualifications**

- Education – Masters’ Degree and ten (10) years of executive or leadership experience in nonprofits or related fields
- Robust knowledge and experience in the social service and nonprofit sectors, including any relevant experience related to violence, social determinants of health and safety and more.
- Familiarity of local government operations, business/community leadership and public safety agencies
- Proficiency with Microsoft Office, Customer Relationship Manager and other operational information systems
- Self-motivated and driven with little need for direct oversight
- Ability to multi-task and manage competing responsibilities and timelines
- Understanding of various constituencies that affect organization’s work (i.e. agency Chief’s, Mayor’s Office, City Council, etc.)
- Ability to manage a flexible schedule. While most work can be completed in regular business hours (8 am to 5 pm), the position does require evening and weekend work and a flexible work schedule.
- Ability to stand for long periods of time (i.e. events) and lift at least 25 pounds.

**(5) Hours, Compensation, and Benefits**

- The Program Director position is a full-time, salaried position of 40 hours per week, which may include evening and/or weekend work.
- The Program Director will be provided an office space, but mobile or at-home work will also be permitted.
- The Program Director’s initial compensation package includes an annual salary of \$85,000 (less taxes and other required deductions), paid according to the IPSF’s regular schedule and payroll practices.
- The Program Director will be offered benefits including health, dental and vision insurance. Any such benefits will be subject to the terms and conditions of the applicable policies and plan documents. IPSF reserves the right to amend, modify, or discontinue any of its employee benefits and/or plans or any other policies or procedures at its sole discretion.
- IPSF observes all holidays applicable to the City of Indianapolis. However, applicants should be aware that because of the nature of this position, work on holidays or other scheduled days off may be necessary and will be appropriately compensated.
- IPSF allows employees to manage their work and personal obligations as they see fit. Accordingly, employees can take as many personal days as they need, subject to advance approval and adequate coverage of work responsibilities. No specific amount of time off is guaranteed, vested, or accrued under this policy. Sick leave days are included within this discretionary leave policy, but leave under FMLA, ADA, and workers’ compensation is separate.
- All work you perform during employment with IPSF will be the exclusive property of IPSF.