



Position: Lethality Assessment Protocol (LAP) Program Manager

Reports to: Director of Crisis & Advocacy Services

Classification: Full-time, exempt from FLSA

Position Summary: The Lethality Assessment Program Manager will manage the [Lethality Assessment Protocol](#) (LAP) Program in Orange County, NC. The LAP Manager is responsible for providing survivor-centered, accessible, trauma-informed, and culturally responsive advocacy for victims referred through LAP and general domestic violence (DV) crisis services. The LAP Manager trains and coordinates with LAP Program partners and manages data collection and reporting related to LAP.

Work Conditions: Hybrid work from home (1-2 days) and in-office in Chapel Hill or in community (3-4 days). Participation in 24-hour domestic violence crisis line rotation as primary and/or LAP back-up staff as needed. Periodically move boxes and bags weighing up to 30 pounds; ascend/descend stairs as needed. Some evening and weekend hours required for trainings or community events (time flexed as needed).

Benefits: 100% paid health, vision and dental insurance (no employee contribution required). ~5 weeks paid time off, additional paid day off each month, 14 paid holidays per year. Paid parental leave, paid safe leave (domestic violence/sexual assault/stalking) and short-term disability benefits. Option to participate in 403(b) Retirement Savings Plan.

Salary: \$46,500 base salary; additional pay for overnight/weekend primary on-call crisis line rotation (approx \$3,000-\$4,500/year depending on number of on-call shifts worked).

Essential Job Duties and Responsibilities

- Provide direct assistance and follow-up to victims/survivors of domestic violence over the phone and in person; provide routine daytime, overnight, and weekend coverage for the combined LAP/DV crisis line as needed; serve on rotation as after-hours back-up for LAP calls.
- Ensure that all LAP-referred victims receive follow-up 24-48 business hours after the agency receives a LAP screen from law enforcement or other community partners.
- Provide initial and refresher LAP training to law enforcement officers and other LAP Program partners as the program expands.
- Develop and lead presentations to outside agencies re: LAP; support agency efforts related to coordinated community response including participation in relevant interdisciplinary teams.
- Ensure program efficiency and effectiveness by developing and monitoring program practices and policies and evaluating program inputs, activities, outputs, and outcomes.
- Maintain proper documentation and statistical records of LAP client contacts for reporting purposes.
- Provide initial and refresher LAP training for Compass Center staff and interns.
- Train and supervise LAP interns as needed.
- Prepare monthly program reports and track volunteer/intern hours for grant purposes when applicable.
- Ensure all LAP-related notes are entered in a timely manner following documentation protocols.
- Attend staff and program team meetings.
- Other duties as assigned.

Qualifications

Required:

- 1-2 years of experience working with survivors of violence or another underserved population, preferably in a crisis setting, or an equivalent combination of education and experience
- Ability to work with and collaborate effectively with a broad range of community organizations and entities including court personnel, first responders, law enforcement, homelessness services providers, peer support specialists, medical providers, child welfare workers, and others who frequently interact with DV survivors
- Ability to perform job duties with a high degree of initiative, professionalism, sound judgment, and outstanding communication skills
- Cultural humility and commitment to working with diverse groups

Preferred:

- Prior experience managing volunteers/interns
- Fluency in Spanish

We actively encourage diverse candidates to apply, especially those who are Black and/or Indigenous People of Color, Women and gender minorities, people with lived experience of domestic violence and/or housing instability and people with disabilities and/or neurodivergence. Compass Center provides equal employment opportunities to all employees and applicants for employment without regard to race, ethnicity, color, religion, age, gender identity or expression, sexual orientation, disability, appearance, class, body size, partnership status, parenting and/or pregnancy status, genetic information, national origin, or veteran status.

To apply: send a brief interest email or cover letter, resume, and three professional references to employment@compassctr.org and include the job title in the subject line. No phone calls please. Applications will be accepted until the position is filled; anticipated start date November/December 2025.