

Job Title	Bilingual ManKind Batters' Intervention Facilitator	Department	Children, Youth & Community Prevention Division (CYCP)
FLSA Status	Hourly, Non-Exempt	Reports to	CYCP Division Director
Classification	Part-Time /Special Pay Classification	Start Date	Immediate
Location	Remote	Schedule/Hours	Flexible and to be determined (TBD). Hours may include evenings and weekends depending on participant, program, and organizational needs.
Pay	\$34.86 - \$42.07 per hour	Benefits Eligibility	Not benefits eligible; paid sick leave provided in accordance with applicable law.

To Apply: [\[Indeed Link\]](#)

CENTER FOR DOMESTIC PEACE addresses domestic violence at every level in Marin County through crisis response, survivor support, prevention, and systems change. Founded in 1977, Center for Domestic Peace (C4DP) is at the forefront of the movement to end domestic violence in Marin, championing systemic change and empowering survivors through comprehensive support and community education. C4DP works to ensure the safety and well-being of victims and survivors of domestic violence, promote accountability for those who cause harm, and foster prevention through collaborative community efforts. Its programs include a 24-hour hotline; emergency shelter and transitional housing; legal systems advocacy; therapy and support groups; youth and school-based prevention programs; community education and trainings; programs that support accountability and nonviolent behaviors; and long-term healing services rooted in dignity.

POSITION OVERVIEW: Center for Domestic Peace (C4DP) seeks a bilingual Spanish-speaking facilitator to join its ManKind Batters' Intervention Program (BIP) facilitation team. The Bilingual ManKind Batters' Intervention Facilitator leads Spanish-language intervention groups for adult men participating in C4DP's ManKind Program. Using accountability-based, trauma-informed, and behavior change approaches, the Facilitator supports participants in examining beliefs, attitudes, and behaviors related to violence, power and control, emotional regulation, personal responsibility, and healthy relationships. This position delivers services consistent with California Batters' Intervention Program requirements and C4DP's commitment to victim safety, accountability, and violence prevention. C4DP provides required BIP facilitator training and supervision for qualified candidates who do not yet meet all California BIP facilitator requirements. Candidates who have already completed BIP training are strongly preferred.

Facilitators are expected to facilitate a minimum of **two (2) Spanish-language groups per week**, with each group lasting approximately **two (2) hours**. Additional facilitation opportunities may be available based on participant demand and program needs. Evening and/or weekend availability may be required. Facilitator Pool members are

compensated through a separate compensation schedule and are not assigned to the organization's salary grade structure.

PRIMARY JOB RESPONSIBILITIES:

These are the core functions of the job. **Additional duties may be assigned as needed.**

1. Facilitate Spanish-language Batterers' Intervention Program groups for adult men.
2. Lead structured curriculum and discussion related to accountability, healthy relationships, emotional regulation, family impact, power and control, and nonviolent behaviors.
3. Create a respectful, productive, and accountable group environment.
4. Demonstrate cultural responsiveness and humility by integrating an understanding of culture, identity, race, ethnicity, language, socioeconomic background, gender, sexual orientation, ability, and lived experience into groups,
5. Address challenging group dynamics while maintaining participant engagement and accountability.
6. Support participants in applying intervention concepts to their daily lives.
7. Encourage accountability and personal responsibility.
8. Monitor participant engagement and attendance.
9. Communicate participant concerns and program issues to program leadership.
10. Maintain attendance records and required participant documentation.
11. Adhere to all programs, confidentiality, documentation, and reporting requirements.
12. Ensure services are delivered in accordance with California BIP standards and county certification requirements.
13. Complete required program forms and records accurately and on time.
14. Participate in supervision, staff meetings, and facilitator training.
15. Collaborate with fellow facilitators and program leadership to ensure consistency and program quality.
16. Complete BIP Facilitator training and participate in ongoing professional development and continuing education.

DESIRED QUALIFICATIONS:

Required:

1. Fluency in Spanish and English, including reading and writing
2. Minimum two years of experience facilitating groups or providing direct services to adult men.
3. Experience in domestic violence intervention, behavioral health, substance use treatment, criminal justice, counseling, social services, coaching, or related field.
4. Demonstrated ability to facilitate discussions involving accountability, behavior change, relationships, and personal responsibility.
5. Experience working effectively with diverse communities and populations.
6. Knowledge of domestic violence dynamics, coercive control, and power and control frameworks.
7. Understanding of accountability-based and trauma-informed practices.
8. Strong group facilitation and conflict management skills.
9. Ability to engage adult male participants respectfully and effectively.
10. Strong verbal communication, documentation, and organizational skills.

11. Commitment to victim safety, offender accountability, equity, and culturally responsive

Preferred:

1. Completion of California Batterers' Intervention Program facilitator training requirements.
2. Experience facilitating certified Batterers' Intervention Program groups.
3. Familiarity with California Penal Code requirements governing Batterers' Intervention Programs.
4. Experience working with court-referred populations, probation departments, or criminal justice systems.
5. Experience serving Spanish-speaking Latino communities. California law establishes training and supervised experience requirements for facilitators working in certified Batterers' Intervention Programs.

TRAINING

AND

DEVELOPMENT:

C4DP is committed to growing a diverse and qualified facilitator workforce. Candidates who do not yet meet all California BIP facilitator requirements may be considered if they possess relevant experience and demonstrate the ability to successfully complete required BIP training, supervision, and practicum opportunities provided by C4DP. California law requires core training and supervised facilitation experience for BIP facilitators.

WORKING CONDITIONS:

1. Variable part-time schedule.
2. Minimum facilitation of two Spanish-language groups per week.
3. Evening availability required.
4. In-person facilitation required.
5. Travel within Marin County may be required.

PHYSICAL REQUIREMENTS

1. Candidates must be able to lift to 30 pounds.
2. Ability to move within the office environment and ability to climb stairs.
3. Ability to write by hand and use a keyboard to perform general office functions.
4. Ability to communicate continuously by speech and hearing.
5. Visual acuity (close, distant, peripheral vision, and the ability to adjust focus and view accurate color perception and objects at near distances) needed for detail work and computer use.
6. Ability to sit for extended periods of time

Reasonable accommodation may be made to enable individuals with disabilities to perform the essential functions.

Center for Domestic Peace is an equal opportunity employer, committed to the principles of non-discrimination and equal opportunity in employment and in the delivery of services. C4DP commits to ensuring that the work environment of its employees and volunteers are free from all forms of discrimination, harassment, and retaliation based on Age (40 and over), Ancestry, Color, Religious creed (including religious dress and grooming practices), Denial of FMLA, Disability (mental and physical including HIV and AIDS), Marital status, Medical condition, Genetic information, Military and veteran status, National origin, Race,

*Sex/gender (includes pregnancy, childbirth, breastfeeding and medical conditions related to pregnancy),
Gender identity/gender expression, and Sexual orientation.*