

**Justification for Exception Position 3 (level AD-F) hired under the DOI AD Hiring Authority**

*Exception Position 3 requires skills acquired through specific job training or experience. Work is performed independently. The incumbent of the position is expected to interpret instructions, plan work, and lead or supervise positions at the next lower level.*

**NPS hiring unit: YELLOWSTONE NATIONAL PARK**

**Title of Exception Position: VICTIM ADVOCATE**

**Objective or purpose of position:** Victim advocates are a necessary function of enhancing the law enforcement response to victims. While the victim is passed from different law enforcement officers and interviewers and to the US Attorney's office, the advocate is a consistent person to ensure that the needs and services are met throughout the entire criminal justice process. Enhanced response to victims means more effective collaborations between law enforcement and victim service providers. This collaboration will increase victims' access to support and compensation, thereby freeing LEOs to focus on investigations and other primary emergency response functions.

**Duties:** **Victim advocates** respond to offer early support and assistance to the crime victim. A victim advocate can provide:

- Crisis intervention
- Information, Resources, and Referrals
- Assistance in decision making i.e. advise / assist law enforcement on logistical issues
- Accompaniment to law enforcement interviews, medical forensic exams, investigative procedures, courtroom proceedings.
- Emergency shelter
- Financial assistance
- Transportation to resources
- Development of a safety plan
- Continuity of care and services and ensuring that the victim is treated fairly with dignity and respect.

Advocates are required to operate a government vehicle when transportation is requested.

**Position will be supervised by (provide position title):** Tara Ross, West District Ranger, Yellowstone Victim Assistance Coordinator

**Qualifications/training of AD employee that justifies or supports hiring him/her into this position:**

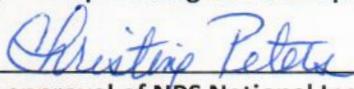
Yellowstone victim advocates are required to attend 8 hours of classroom training and up to 40 hours of online advocacy training.

Advocates should have a good understanding of dynamics of sexual assault, domestic violence, assault and stalking. Advocates should have a good understanding of the law enforcement officer's role in investigating these types of crimes.

A mature person with excellent communication skills with specialized training and experience in this field is required to fulfill the duties of this position. The victim advocate is also expected to make complicated logistical decisions at times.

\_\_\_\_\_  
Tara Ross  
**Name of person providing this description (please print)**

\_\_\_\_\_  
**Date**

  
\_\_\_\_\_  
**Signature approval of NPS National Incident Bus. Lead**

\_\_\_\_\_  
9-19-2018  
**Date**