

Job Description - Youth Worker (Central American Youth)

Location: Roca Chelsea

FLSA Classification: Non-Exempt

Organizational Overview

Founded in Chelsea, Massachusetts in 1988, Roca's mission is to move disengaged and disenfranchised young people out of violence and poverty.

Roca's Intervention Model is a cognitive-restructuring and skills development intervention that was developed and implemented to address the high-risk, underserved population of 17-24 males who are either: 1) aging out of the juvenile justice or juvenile probation systems with a strong propensity for re-incarceration as an adult; 2) connected with the adult justice system; or 3) are high-risk members of the community being served who have a strong propensity for incarceration as an adult.

Roca has a strong organizational culture where learning, personal experience, leading with values, and having deep faith are essential to achieve bold goals with disenfranchised young people. Roca helps young people to change their behavior and shift the trajectories of their lives to move toward the outcomes of economic independence and living out of harm's way.

Program Overview

Roca's youth workers work with very high-risk young men, ages 17-24, most of whom have been arrested, been incarcerated, dropped out of school, are street involved, young parents, gang members, and facing multiple barriers. Through relentless outreach youth workers build intentional relationships with these participants, engage the participants in a variety of programming, and work with participants through their stages of change in order to drive toward long term positive outcomes

Position Overview

The youth worker will have the primary responsibility of engaging 25 very high risk young adults through relationships and programming as well as working with community partners (police, probation officers, community members) within the communities Roca is serving.

The successful Youth worker will work closely with team members, supervisors, and others within the organization to ensure that each young person is driving to outcomes of economic independence and living out of harm's way. We strive to meet the following outcomes: No Re-Incarcerations and Retained Employment.

This position has a particular focus on Central American youth and young men in Chelsea. They may include young men as young as 16 (potentially 15) who are both in, in and out, and out of school who are at extremely high risk for gang recruitment, involvement, and related violence. In addition to referrals from the Chelsea Police Department and community outreach, this Youth Worker will also work with Chelsea High School (with a focus on the Bridge Academy) and Phoenix High School. This Youth Worker will work closely with the Crisis Coordinator, the Chelsea SSYI, the Chelsea PD, and a network of community partners working to intervene in the increasing gang violence among Central American youth in the area.

The Roca Chelsea Center will work to develop and implement targeted programming nights at the Center, seek permission for in-school programming, and identify other resources. There will be an emphasis on CBT, healthy habits, and violence prevention/intervention.

Responsibilities

- Understand, practice and promote the vision, mission, and values of the organization.
- Implement Roca's High Risk Youth Intervention Model:
 - Relentless Outreach
 - Outreach is on-the-street, in places where young people hang-out, in people's homes, at schools, and in jails and prisons
 - Outreach in Chelsea High School and Phoenix Academy.
 - Relentlessly showing up in young people's lives, especially through times of relapse.
 - Transformational Relationships
 - Maintain a caseload of 25 high-risk young men in Roca's target population
 - Youth workers are expected to have actual, intentional contact with every participant on their caseload at least 2 times a week. A minimum performance benchmark is 80% of caseload receiving at least 2 weekly contacts.
 - Stage Based Programming
 - Engagement of a minimum of 60% of caseload in programming (2x per week).
 - Strategic recruitment to ensure that participants are engaging in appropriate programming (e.g. ensuring participants engaged in transitional employment, prevocational training, education, etc...)
 - Work with team to plan and implement engagement activities.
 - Lead and implement life-skills programming including CBT (Cognitive Behavioral Therapy Classes)
 - Engage participants in appropriate educational, prevocational and employment programming.
 - Please note: Many of the young people are signing into school and then signing out due to fear of violence. Based on review of the caseload, we will determine where and when programming is for this group of young people.
 - Engaged Institution Strategy
 - In partnership with the Crisis Coordinator, this work will be done in close coordination with Chelsea PD, Chelsea High School, Phoenix Charter Academy, the Roca Young Mothers Programs, and appropriate immigrant organizations. Additionally, close attention will be paid to issues in East Boston, Revere and Everett.
 - Through dialogue and action, maintain relationships with the other adults in the lives of the young people.
 - Support participant in court advocacy
 - Communicate with case workers, probation officers etc as needed.
 - Community Engagement
 - Represent Roca in appropriate groups and committees locally and with partners
 - General Responsibilities
 - Maintain Efforts to Outcomes (ETO) data base through data entry of all work with participants on a daily/weekly basis, completion of assessments and all other tools as required for evaluation purposes
 - Utilize ETO reports and data to track participant progress and own performance in moving young people through change process and achieving expected performance indicator targets

- Actively participate in the safety of the space for all participants through building coverage and communication across the organization
- Demonstrate mindfulness for the resources that Roca possesses, and actively work to maintain their functioning
- Communication around participation of young people in high risk youth intervention model components with supervisor and other appropriate staff (e.g. pre-voc instructors, crew supervisors, teachers, etc...)
- Participate in staff trainings and development
- Commit to engage in personal and professional growth and competence development to increase capacity to serve young every day
- Other tasks as assigned

Qualifications

The very nature of Roca's work requires an individual of great commitment and energy to the mission. Roca seeks a highly driven individual who is good fit both personally and professionally for the culture of Roca. In addition, the ideal candidate for this position will be a trustworthy decision-maker. He/she will have a sense of humor, feel passionate and committed to direct work with high risk youth, and demonstrate interest in coaching and supporting coworkers.

Roca expects candidates to have the following skills:

- BA preferred/Equivalent experience accepted--Minimum of three years of direct service work with high risk young people
- Understanding and experience working with street involved high-risk young people.
- Capacity for creative problem-solving, conflict resolution, violence prevention
- Strong written and oral communication skills.
- Capacity to think and act intentionally and strategically to help young people change behaviors
- Creative problem-solving and thinking
- Excellent at organizing, managing and completing multiple complex projects and tasks simultaneously with thoroughness, accuracy, timeliness and good humor.
- Self-motivation, initiative, sound judgment, and commitment to ongoing learning are essential
- Ability to work as a part of a team.
- Bilingual skills desirable (English-Spanish)

Requirements for the position:

- Travel around the Boston/Greater Boston area
- Computer Literate
- Valid MA Driver's License and current Driving Record
- Willingness and ability to work outside of normal business hours, and Holidays and/or weekends as needed.
- Working with diverse cultures
- Strong attendance and high energy