

Job Description - Youth Worker
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

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, and at the schools.
 - 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 2-3 times a week. A minimum performance benchmark is 80% of caseload receiving 2-3 weekly contacts.
- Stage Based Programming
 - Engagement of a minimum of 80% 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 as determined by coordinator.
 - Engage participants in appropriate educational prevocational, employment programming.
- Engaged Institution Strategy
 - 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.

Roca expects candidates to have the following skills

- BA preferred/Equivalent community experience accepted
- Bilingual skills desirable (English-Spanish)
- Understanding and experience working with street involved high risk young people.
- Minimum of three years experience working with young people
- Experience in conflict resolution, violence prevention, etc.
- Strong written and oral communication skills.
- Capacity to use self 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, and sound judgment are essential.
- Ability to work as a part of a team.
- Willingness and ability to work outside of normal business hours, and Holidays and/or weekends as needed.

Requirements for the position:

- Travel around the Harbor Area
- Computer Literate
- Working with diverse cultures
- Valid MA Driver's License and current Driving Record

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. Bilingual (English/Spanish) is preferred but not required.