

Job Description – Youth Worker

Location: Roca Springfield – Holyoke Program

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.

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.

Bottom Line Responsibilities	Expectations and Deliverables
Transformational Relationships	<ul style="list-style-type: none"> • Maintain a caseload of 25 high risk young men • Youth workers are expected to have actual, intentional contact with every participant on their caseload 2-3 times per week • A performance benchmark is 80% of caseload receiving 2 weekly contacts. There must be a demonstrated effort weekly to hit this benchmark.
Stage Based Programming	<ul style="list-style-type: none"> • A performance benchmark of 60% of caseload in programming (2x per week). There must be a demonstrated effort weekly to hit this benchmark. • Strategic recruitment to ensure that participants are engaging in appropriate programming • Lead and implement life skills programming • Work with team to plan and implement engagement activities
General Responsibilities	<ul style="list-style-type: none"> • 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

Bottom Line Responsibilities	Expectations and Deliverables
	<ul style="list-style-type: none"> • 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...) • 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.
- Must be bi-lingual in Spanish

Requirements for the position:

- Travel around the service 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