

Job Description – Youth Worker

Location: Roca Baltimore

FLSA Classification: Non-Exempt

THE ORGANIZATION

Roca's mission is to disrupt the cycle of incarceration and poverty by helping young people transform their lives. Roca is humbled by the opportunity to launch and implement the organization's work in the City of Baltimore, serving young men ages 16-24 who are deeply involved in the criminal justice system. For 30 years, Roca has been working in Massachusetts with the deep belief that every young person – no matter how hurt, angry, or left out – matters; and with genuine convictions that every young person belongs and that each of the young people we are privileged to meet can succeed. With these beliefs, we have created a long-term Intervention Model, which helps young people who are at the highest risk of long-term incarceration and violence to build safe, stable, and hopeful lives. Our relentless model is focused on behavior change, helping young people develop critical skills, and using data to improve our work every day.

THE OPPORTUNITY

Roca is looking for three dynamic and committed Youth Workers to join our team to launch Roca's work in the City of Baltimore. Youth Workers will have the primary responsibility of engaging 25 very high risk 16 to 24-year-old 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 Youth Workers will report to the Director of Youth Work & Crisis Intervention.

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. Roca provides training, intensive support, and supervision, and uses data to help young people change their lives and help staff perform with excellence. Given the extraordinary challenges and possibilities for this group of young men to create change in their lives, staff and organizational accountability and transparency are paramount.

Responsibilities

- Outreach and Transformational Relationships – Fully implement the intervention model with a caseload of 25 high risk young men; engage and build relationships for the purpose of supporting behavior change and skill development.
- Stage-Based Programming – Identify weekly participant target lists for programming in coordination with instructors; deliver formal and informal programming.
- Job Placement and Retention Support – Work closely with Job Developer on first time placements and support retention and rapid re-placement.
- Partners/Networks & Supports – Communicate and engage with key partners to increase resources and supports for participants (probation, police, mental health, SA, health).

- General Responsibilities – Utilize data to track participant progress and own performance in moving young people through the change process and achieving expected performance indicator targets
- Understand, practice and promote the vision, mission, and values of the organization.

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 a 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 and flexible problem-solving, conflict resolution, and violence prevention
- Strong written and oral communication skills
- Strong group management and behavior modification 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

Requirements for the position:

- Travel around the service area
- Computer literate
- Valid Maryland Driver’s License
- Willingness and ability to work outside of normal business hours, and holidays and/or weekends as needed
- Experience working with diverse cultures
- Strong attendance and high energy