



JOB TITLE: Host Home Program Manager, Pilot Program, BIPOC

JOB SUMMARY: The Program Manager provides overall coordination and supervision of Avenues' Host Home Program and is responsible for setting program objectives, implementing strategies, ensuring objectives are met, and being attentive and responsive to evolving community needs. This position involves a high level of community engagement and accountability.

This is a new pilot program and is in the process of being developed. As such this position will have a strong program development, research and evaluation component. The beginning phase of this pilot program will center youth and community voices to help establish an operational program and inform how to effectively recruit and support hosts of color. This position will require strong involvement and partnership with communities of color to develop and implement a host home model that centers race/ethnicity and matches Black, Indigenous & People of Color (BIPOC) youth with BIPOC hosts. The program manager will collaborate with the replication specialist to help support the replication of the host home model regionally and nationally.

REPORTS TO: Assistant Director, Community-Based Housing

Avenues for Homeless Youth Community-Based housing provides short-term and long-term supported housing, along with supportive services for youth experiencing housing instability and homelessness. We strive to do that in a safe and nurturing environment through a social justice lens. Through such service, Avenues seeks to support youth and young families while they define their experiences, life dreams and futures. Our work takes into account historical trauma, systems of oppression and intersectionality while being grounded in the power of resiliency, healing and community.

OUTCOMES OF THE POSITION:

- Daily functions of the program operate efficiently and safely, basic needs of the youth are met.
- Program is in compliance with all governing rules, regulations and policies.
- Data is tracked and compiled accurately and on a timely basis.
- Program values and expectations are clearly understood by staff, hosts and youth.
- Staff practice principles-based work, including the following principles: trauma-informed, harm-reduction, trusting relationships, strengths-based, journey-oriented, collaborative, non-judgmental, PYD, and holistic. Principles exist within an anti-oppression and social justice commitment.
- Hosts have sense of support and connection to resources.

- Youth have increased competence in PYD outcomes: **Belonging, Mastery, Independence, Generosity**
- Youth pursue goals for employment, education, healthy relationships, and housing.
- Youth have increased sense of leadership and self-determination.
- Youth have increased independent living skills.
- Youth build positive relationships with peers and caring adults. Youth have a stronger sense of community, as defined by them.
- Youth have stable housing options upon leaving our programs, whether to live with family/kin/community or other desired housing.
- Staff/Hosts recognize and honor youth's growth, transitions, and journey.
- Youth feel heard and have opportunities to contribute.

ESSENTIAL RESPONSIBILITIES:

- Coordinate the planning, development, operations and evaluation of the program in line with Avenues' mission, strategic objectives and program philosophy.
- Provide supervision to and work collaboratively with the program's Youth Advocate and Engagement Specialist (YAES).
- Manage the outreach and recruitment of new hosts through community organizing, social media, information sessions, community events, and public speaking.
- Manage the screening and training of the prospective hosts.
- Provide ongoing support to host homes through individual contact as needed, monthly meetings at each host home (with the youth, hosts and case managers) and monthly host support meetings and trainings.
- Coordinate the process of matching youth referred to the program with host homes.
- Coordinate with youth advocates from partnering agencies while youth are living in the host homes to ensure satisfactory resolution of issues, development of goals and life skills, and sufficient supervision and support of the youth so that they may move successfully onto more independent, stable living arrangements. Center mental health in coordination.
- Engage in community organizing and advocacy about youth homelessness.
- Ensure the program operates within the board-approved budget.
- Participate in outreach and fundraising for the program, as requested.
- Build and maintain positive collaborations and partnerships with organizations and agencies to improve and expand support of homeless youth in Minneapolis, St. Paul and the greater Twin Cities area.
- Serve as a positive representative of Avenues for Homeless Youth in the community.

QUALIFICATIONS: BA or BS in the field of human or social services, or other appropriate degree, plus 4 years of program leadership that supports youth who experience multiple systemic barriers. Experience with and commitment to principles-based youth work and restorative justice required. Understanding of power, privilege and systems of oppression required. Experience with program development and implementation. Lived experiences and cross-transferable skills are welcomed and will be considered.

Avenues' Program Manager will enjoy leading with a strong team approach, have excellent verbal and written communications skills, strong problem-solving and team-building abilities, a keen focus on the interests of the youth we support, computer proficiency, attention to detail, willingness to do paperwork and ensure all team members complete paperwork, and the desire and ability to take initiative and follow-through.

OTHER INFORMATION:

- Employment Status: Full-Time, Salaried, Exempt
- Hours: 40 hours per week, including some evening and weekend hours
- Location: Office will be based in Minneapolis, but local travel will be required to other sites
- Compensation: Commensurate with qualifications and experience.

*Persons of color are encouraged to apply.
Avenues for Homeless Youth is an Equal Opportunity Employer.*

TO APPLY: Send cover letter, resume, references and salary requirements to Raquel (Rocki) Simões, Assistant Program Director at rsimoes@avenuesforyouth.org or the address below. No phone calls please.

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