



JOB TITLE: Youth Advocate and Engagement Specialist (YAES), BIPOC Pilot Program

JOB SUMMARY: The position is primarily responsible for working with young people who are participating or are potential participants in Avenues' new pilot program for youth who identify as Black, Indigenous, People of Color (BIPOC), helping them identify and pursue goals, supporting them as they develop new relationships with elders/community members, and assisting them in accessing resources and future housing.

REPORTS TO: Program Manager, BIPOC Pilot Program

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 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 timely basis.
- Program values and expectations are clearly understood by youth.
- Principles-based work is practiced, 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.
- Youth 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/ Community members recognize and honor youth's growth, transitions, and journey.
- Youth feel heard and have opportunities to contribute.

POSITION RESPONSIBILITIES

- Work with youth interested in participating in the BIPOC Program and assist them through the process.
- Help youth create their individual goal plans/dreams and follow through with completion of goals/pursuit of dreams. Coach, guide and support the youth, but ensure the plans are youth-driven. Listen to youth.
- Help youth navigate multiple systems to access appropriate resources they need/want. Advocate for youth when necessary.
- Support youth in gaining skills/information they need to transition out of community housing. Refer youth to internal and external resources.
- Support youth in addressing their health and wellness needs. Refer youth and ensure they get to appropriate appointments with outside health professionals and services, as needed.
- Actively and collaboratively engage with youth and develop supportive, trusting relationships. Maintain professional boundaries with youth.
- Help ensure the safety of the community housing partner by addressing possibly physically, emotionally-threatening and crisis situations in a timely, proactive and professional manner.
- Help youth connect/stay connected to community.
- Engage youth in mediation and problem solving. Respect their self-determination.
- Communicate consistently and effectively with youth and, when appropriate, with community member partnering to house youth.
- Complete and maintain timely documentation in individual files so that they reflect up-to date information regarding youth.
- Work in partnership with Program Manager to support youth and community members.
- Provide after-care for youth who have left their community housing.

JOB SPECIFICATIONS

The ideal candidate will have experience working with youth and young adults who have experienced homelessness/housing instability, be able to take initiative and follow-through, enjoy working in a community setting, have excellent communications and problem-solving skills, possess a keen focus on the youth we support and knowledge of youth issues, as well as have an understanding of systemic oppression and a commitment to social justice, specifically racial justice.

Skills and Knowledge Required:

- BA/BS in social/human services or other related field preferred. Candidates with combination of education and lived experiences encouraged to apply.
- 3-5 years' experience working with culturally diverse, disenfranchised youth; demonstrated ability to connect youth with community resources; proven experience working with BIPOC communities.
- Understanding of, experience with and commitment to positive youth development, harm reduction, trauma-informed care, resilience practice and strength-based youth empowerment models.
- Knowledge of addiction, mental health issues and domestic violence often experienced by youth who have experienced homelessness. Knowledge of day-to-day discrimination and violence often experienced by BIPOC youth and communities.
- Knowledge of systems of oppression and ability to recognize and challenge such systems.
- Strong oral and written communication skills. Comfortable speaking with diverse groups of people.

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- Knowledge of and comfort using a computer, including email, word processing and data management.
- Organizational, social and problem-solving skills.
- Detail-oriented.

REQUIRED WORK SCHEDULE

- This is a full-time, 40 hours/week position.
- Work hours are a combination of day, evening and weekend hours.
- Weekly meeting with BIPOC Manager required.
- Weekly meeting/relationship-building with youth.
- Regular and on-going relationship-building with elders/community members, along with Program Manager.
- On-going and self-directed community engagement.

TO APPLY

Send resume, cover letter and references to Raquel (Rocki) Simões, Associate Director, Community-Based Programs, at rsimoes@avenuesforyouth.org. Open until filled.

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