



IDENTITY, INC.

Position Title:	Youth Development Specialist
Supervisory Responsibilities:	Yes
Budget Responsibilities:	None
Reports To:	Program Manager
FLSA Classification:	Exempt
Date:	October 25, 2021

POSITION SUMMARY:

Identity has an opportunity for a bilingual (English and Spanish) Youth Development Specialist for our High School Program Team in Montgomery County, Maryland.

Services provided by the Youth Development Specialist will include planning, coordinating, and implementing curriculum-based programs (on topics such as sexual and reproductive health, youth leadership and community engagement) using the Positive Youth Development Model as the theoretical basis for programming; working with youth and their families to identify critical needs; making referrals to social services; and providing ongoing support and mentoring.

Responsibilities include working with the High School Program team to establish and maintain strong collaboration with school partners to facilitate the referral of students to Identity's after school programs and services. Youth Development Specialist will provide leadership, support, and expertise to meet the needs of youth and families.

PRIMARY RESPONSIBILITIES:

1. Recruits, enrolls and retains youth and parents to participate in after-school programs and parent sessions.
2. Plans and facilitates after school programs.
3. Implements evaluation aspects of all program components for youth and families ensuring confidentiality of data. Analyzes outcome and process evaluation and makes program adjustments accordingly. Uses evaluation data as basis for designing Wellness Plans with families.
4. Meets regularly with individual clients providing mentoring, coaching, advocacy, and support in an effort to cultivate strong and trusting relationships.
5. Confers with parents and families as needed.
6. Plans, organizes and executes creative and engaging recreational events and activities for clients.
7. Identifies and coordinates with other recreational and partner agencies for effective, relevant programming.

8. Maintains organized and updated physical and electronic files on each client, including relevant documentation: signed forms and releases; follow-up, exit, and satisfaction surveys. Adheres to all federal, state and local client document confidentiality requirements.
9. Establishes and maintains efficient, effective and strong network of professional relationships with school administration, teachers, guidance counselors, and other school-based personnel to facilitate the referral of clients to needed programs.
10. Attends and actively participates in required trainings, meetings, and presentations.
11. Educates and outreaches to school staff and the stakeholder community.
12. Responds appropriately to emergency situations that involve or impact youth safety and security.
13. Maintains and updates database and records client interactions, services, and events in a timely and proficient manner.
14. Supports Identity's mission and values. Continually looks for ways to improve the organization and works in alignment with Identity's strategic goals. Brings best self to workplace and shares ideas and suggestions.

SECONDARY RESPONSIBILITIES:

1. Participates in organization's advocacy activities.
2. Coordinates with other Identity programs. Accompanies and supports other Youth Development Specialist with their recruitment efforts.
3. Orders and organizes program materials and supplies and submits necessary documentation.
4. Conducts outreach and presentations at various sites and schools as potential new program sites.
5. Performs other duties as assigned, required, or needed.

EDUCATION AND EXPERIENCE:

- Bachelor's Degree in Social Work, Sociology, Psychology or related field required.
- Minimum two years of experience working with youth or community outreach/enrichment program(s).
- Training in Stages of Change, coaching, counseling, or adolescent development is a plus.
- Must be able to pass a federal criminal background check and a Child Protective Services background check.
- Must complete the following trainings upon hire: Advancing Youth Development, Child Protective Services, HIPAA, CPR/First Aid.
- COVID-19 Vaccination proof is required,

SKILLS AND ABILITIES:

- Bilingual English/Spanish required.
- Knowledge of adolescent psychology (including Stages of Change and developmental

stages), Positive Youth Development Model, motivational interviewing and counseling.

- Proficient in Microsoft Office, plus experience with database management.
- Excellent oral and written communication skills along with ability to make public presentations.
- Maintains patience and composure.
- Builds rapport and trust with clients, staff and stakeholders.
- Thrives in a fast-paced environment. Prioritizes and organizes multiple projects to meet deadlines with effective and efficient use of resources.
- Is able to work under pressure, handle emergencies with professionalism and defuse crisis situations.
- Enjoys being challenged and is open to learning from others.
- Practices with a strong code of ethics and integrity and fulfills obligations.
- Demonstrates sound judgment and decision making when working with youth and others. Shows flexibility, initiative, and resourcefulness in all actions and conversations.
- Is able to handle and be entrusted with confidential information.

WORK ENVIRONMENT:

- Requires travel between sites. Valid driver's license required.
- Able to work a flexible 40-hour work week including periodic evening and/or weekend work as necessary.
- Continuous sitting for prolonged periods, more than two consecutive hours in an 8-hour day interspersed with mobility.
- Keyboard use of greater or equal to 30% of the workday.
- The ability to lift and move up to 10 lbs.
- Semi-private office or open work area; easily interrupted with external noise; and controlled air temperature.