



Position Title: Youth Development Specialist – CMH
Supervisory Responsibilities: Yes
Budget Responsibilities: None
Reports To: Program Manager
FLSA Classification: Exempt
Date: July 2023

POSITION SUMMARY: Facilitates or co-facilitates non-clinical emotional support groups with adult and youth participants. Responsibilities include assisting with preparing and running sessions, performing data entry, and filing and undertaking other administrative work as necessary.

PRIMARY RESPONSIBILITIES:

1. Recruits and retains eligible youth and parents to participate in non-clinical emotional support groups.
2. Plans and co-facilitates non-clinical emotional support groups.
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.
4. Meets regularly with individual clients providing mentoring, coaching, advocacy, and support in an effort to cultivate strong and trusting relationships.
5. 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.
6. 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.
7. Attends and actively participates in required trainings, meetings, and presentations.
8. Educates and outreaches to school staff and the stakeholder community.
9. Responds appropriately to emergency situations that involve or impact youth safety and security.
10. Maintains and updates database and records client interactions, services, and events in a timely and proficient manner.

11. 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 Community Mental Health staff and community mental health workers (CMHWs) with their recruitment efforts.
3. Orders and organizes program materials and supplies and submits necessary documentation.
4. 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

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.