



Community Safety Specialist (CSS)

Job Details

Salary: DOE

Job Type: Full-time

Schedule: (M) 10a-6p; (T-F) 12-8p; *On-Call 24/7 (1 wk/month)*

Note: This is not a remote position. Must be vaccinated. Hours can change depending on emergency needs; must be able to adjust the schedule with minimal notice.

Department: Neighborhood Safety (N360)

Supervisor: Program Manager

Reports to: Program Lead

About Urban Family

Urban Family was founded by Paul and Shantel Patu who are recognized in the Greater Seattle area as youth and family intervention experts, and community leaders. They have frequently been called upon by civic and community leaders to help stabilize neighborhoods under duress; and have mitigated the influence of systemic poverty, oppression, gangs, and youth violence by providing grassroots and collaborative leadership, intervention programs, training, and consultation. Their innovative approach to problem-solving has helped many youths and their families to make life-changing decisions.

About Neighborhood 360 (N360)

Urban Family's Neighborhood Safety Program is 360 degrees of care and support and focuses on creating a healthy environment for youth and families to thrive by building connected, safe, and cared-for neighborhoods. Specializing in culturally competent safety for BIPOC communities. Neighborhood 360 is a direct response to the request for alternative policing demands from Seattle and King County Constituents. Council members passed a plan that invested in BIPOC-specific community-based organizations to aid in these endeavors. In hopes to build community safety from the ground up to end violence and reduce crime in the Seattle and Skyway neighborhoods.

Position Summary

The Community Safety Specialist (CSS) will be responsible for providing community-based safety patrol, support, and engagement to youth involved in gangs, violence, and the juvenile justice system. CSS is part of the Critical Incident Response (CIR) team that responds to incidents of youth and gang violence in targeted communities. CSS will act as a bridge between traditionally hard-to-reach youth and the services that help youth thrive. CSS will work with partners to connect youth to services, reduce personal risk factors and engage in services that increase their protective factors and network of support.

The CSS will be available 24 hours a day, 7 days a week (rotating schedule) to respond to critical Incidents of Violence, including deploying to the scene, hospital, vigil, community meetings, and other emergency response meetings, ensuring up to 30 days of follow up services for those impacted by violence. CSS maintains training in, and compliance with, all Critical Incident Response (CIR) protocols, ethical standards of youth work, community safety, and maintaining the confidentiality of program and client information. ****The Community Safety Specialist must support up to 15 annual events, typically hosted on evenings and weekends (M-F) 5-9pm or Saturdays between 9am-7pm.**

This job description is not intended to cover every aspect of your job at Urban Family. We are a team that works together to meet the needs of our clients and every member of the team is expected to pitch in and help even beyond the specific responsibilities listed in this description.

Community Safety Specialist Responsibilities

- Provide community safety, street outreach, and gang intervention services to the highest-risk youth.
- Meet and identify youth in the community who require services to reduce their risk factors for violence, gang, and juvenile justice system involvement.
- Provide information about services to youth and their families. Complete intake, risk and needs assessment on each client.
- Offers case management/mentoring services to youth and young adults assisting them in navigating academics, athletics, and/or the juvenile justice system.
- Serve as an advocate for youth to secure appropriate services, education, or other opportunities.
- Assist with the implementation of safe passage in targeted neighborhoods. Recruit and engage youth to participate in services provided by SE Neighborhood Safety Hub, Urban Family & community partners.
- Monitor designated "safety zones" where students/youth congregate.
- Provide supervision and safe transition for students/youth to Light Rail or after-school activities/programs.
- Retain youth by remaining consistently available, providing access to opportunities and resources, and pro-social role modeling.
- Submit required weekly documentation of activities, calendar, weekly tracker, reimbursement forms, attendance records, and enrollment forms to ensure clients are receiving services.
- Provide in-school services at partnering schools. Utilize T-Sheets when in the field to clock in and out utilizing an app on your phone.
- Follow all chain of command protocols for on-scene, post-scene, and follow-up.
- Maintain contact with clients during Incidents to provide services to clients impacted by the incident.
- Participate in ongoing tracking of community violence, tensions, and inter-gang conflicts to prevent incidents of violence and retaliations and communicate concerns to your Direct Supervisor.
- Complete regularly scheduled community safety patrols at targeted "Hot-Spot" monitoring to track high-risk activity and behavior.

Desired Qualifications

- Must be 21 years of age and comply with applicable ethical and professional standards of conduct.
- Must have Case management and mentorship experience.
- Strong interpersonal, written/oral communication; ability to communicate with diverse audiences.
- Strong administrative skills and proficiency in Microsoft Office Suite (Word, Excel, Outlook) are required.
- Ability to develop, work within, and lead a team and effectively manage tasks independently.
- Able to take initiative and be self-sufficient with specific responsibilities and duties
- Demonstrate flexibility, thoroughness, and adaptability within fast-paced environments
- Strong oral and written communication skills with good quality spelling, grammar, and punctuation.
- Experience with behavioral and emotional problems presented by young people and understanding of emotionally, physically, and sexually abused young people.
- Accurately maintain and produce files, records, logs and reports, and incident reports.
- Able to maintain professional boundaries with clients while building trust and respect.
- Ability to effectively respond to and de-escalate a person demonstrating aggressive behaviors, while establishing and maintaining the safety of staff and program participants.
- Experience in serving diverse communities (i.e. language, culture, race, physical ability, sexual orientation, etc.)
- Must have problem-solving/conflict-resolution skills and a track record of being reliable and on time.
- Ability to communicate and navigate relationships with multiple stakeholders (i.e. Community Partners, School Personnel, and Juvenile Probation Officers).
- Generate create solutions to problems by identifying available resources and working collaboratively
- Be present and engage in person with employees and the community at various work sites

Education & Certifications

- A high school diploma or equivalent is required and must be at least 21 years of age.
- Must be vaccinated and agree to get the booster once eligible.
- Must possess a valid driver's license and have access to reliable transportation.
- Completion of American Red Cross First Aid, CPR, and AED training within 6 months of hire and maintained throughout employment.
- Experience and credentials must comply with program contract requirements including but not limited to a nationwide background check.
- Required 2+ years of experience engaging youth involved in violence, street gangs, & the juvenile justice system.
- Experience in a broad set of areas, including Education, Youth Development, Juvenile Justice, Recreation, Leisure Services, Public Administration, Business, or related fields.

Preferred Experience

- The ability to speak any language in addition to English may be helpful.
- Understanding and knowledge of the government and non-profit youth sector and issues affecting young people and young adult housing and engagement center services.
- Has to experience with youth and case management.
- Must be able to engage GenerationY, Z, and Alpha youth.

Physical Requirements

- Lifting and carrying up to 50 pounds; standing, walking, sitting for long periods, kneeling, squatting, and stooping; running for brief periods, and going up and downstairs.
- Ability to physically stand and walk for long periods in all weather conditions.

Benefits

Urban Family provides a competitive benefits package to full-time employees including, medical, dental, vision, vacation, paid holidays, sick leave, and paid time off after completing the 90-day Introductory Period.

Equal Opportunity Employer

Urban Family is an equal opportunity employer. Employment decisions are based on merit & business needs, & not on race, color, citizenship status, national origin, ancestry, gender, sexual orientation, gender identity, age, religion, creed, physical or mental disability, marital status, veteran status, political affiliation, or any other factor protected by law.

Contact Us to Apply

A Resume & a Cover Letter addressing your qualifications should be emailed to: hr@urbanfam.org