



Job Title: **Community Safety Specialist**

Compensation: **DOE**

Reports to: **Community Safety Program Manager** Department: **Neighborhood Safety**

## **GENERAL FUNCTION**

Community Safety Specialist (CSS) will be responsible for providing community-based safety and street outreach to youth involved in gangs, violence, and the juvenile justice system. CSS are part of Critical Incident Management and Response team who respond to incidents of youth and gang violence in targeted communities.

CSS 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 Team 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 maintain training in, and compliance with, all Critical Incident protocol, ethical standards of youth work, community safety, and maintain confidentiality of program and client information.

## **PRE-REQUISITES: QUALIFICATIONS AND SKILLS**

- 21 years of age or older.
- High school graduate or equivalent.
- 3 + years experience working with high risk/ gang /juvenile justice involved youth
- Available to participate in evenings and weekend work activities as necessary
- Access to reliable transportation required. Licensed Driver with Insurance
- Knowledge of and previous experience successfully engaging youth involved in violence, gangs, and the juvenile justice system
- Experience serving diverse communities (language, culture, race, physical ability, sexual orientation, etc.)
- Must have problem-solving/conflict-resolution skills
- Able to demonstrate an ability to build relationships with youth
- Consistent track record for being reliable and on time
- Ability to physically stand and walk for long periods of time in all weather conditions
- Ability to read and write incident reports
- Ability to work effectively in a multi-cultural environment with co-workers, clients and partners
- Ability to navigate relationships with multiple stakeholders
- Knowledgeable (or preferably a member) of the community
- Strong written and verbal communication skills required
- Experience with completing client assessments and motivational interviewing preferred
- Knowledge of local agencies' programs and services (schools, social services, law enforcement, courts/corrections), local units of government, and grassroots organizations
- Ability to speak any language in addition to English may be helpful

## **PRINCIPAL ACTIVITIES**

- Provide community safety, street outreach and gang intervention services to 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
- Serve as an advocate for youth to secure appropriate services, education, or other opportunities
- Complete risk and needs assessment on each client
- Assist with implementation of safe passage in targeted neighborhoods
- Recruit and engage youth to participate in services provided by SE Neighborhood Safety Hub, Urban Family and community partners
- Monitor designated “safety zones” that students/youth congregate
- Provide supervision and safe transition for students/youth to bus stop, Light Rail, after school activity and/or program
- Retain youth by remaining consistently available, providing access to opportunities and resources, and pro-social role modeling
- Submit required weekly documentation of activities, including calendar, weekly tracker, reimbursement forms, attendance records, and enrollment forms to ensure clients are receiving services

### **Participate in Critical Incident Management and Response team:**

- 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 and emergency response meetings
- Follow all protocol for on scene, post scene, and follow up, including communication and chain of command protocol
- Maintain contact with clients during Critical Incidents to provide services to clients impacted by incident
- Participate in ongoing tracking of community violence, tensions, and inter-gang conflicts to prevent incidents of violence and retaliations and communicate concerns to supervisor
- Complete regularly scheduled community safety patrols at targeted “Hot-Spot” monitoring to track high risk activity and behavior
- Provide de-escalation and mediation as required
- Staff major community events

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## **Benefits**

Urban Family provides a benefits package to full time employees including, medical, dental, vision, long-term disability, short-term disability, life insurance, vacation, paid holidays, sick leave and paid time off after successful completion of the 90-day Introductory Period.

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## **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.

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**To Apply**

Email Resume and Cover Letter to: [smpatu@urbanfam.org](mailto:smpatu@urbanfam.org)