Job Description:
On-Call Overnight – Winter Shelter Youth Advocate

Agency Information
Location: Whatcom County
Reports to: Ground Floor Coordinator
Hours: Overnight – Graveyard, non-exempt temporary position, anticipated end date February 29, 2020
Wage: $14.25 - $18.00 per hour, wage is dependent on relevant qualifications and education

Resume and cover letter are required when applying for this position
Mission: Northwest Youth Services collaborates with at-risk, runaway and homeless youth to foster self-reliance.
Vision: All young people have a place to belong: to be safe, heard and valued.

Job Mission
This position contributes to NWYS’ success by engaging at-risk, runaway, and homeless youth to help them stay safer and gain access to services needed to thrive.
This position contributes to NWYS’ success by ensuring the safety of 13-24 year old youth residents at the overnight Youth Winter Shelter.

Core Competencies
To perform job successfully, the individual should demonstrate the following competencies:
Sensitivity: Communicates empathy and respect of individuals; ability to be appreciative of diversity.
Conflict Management: Effectively manages disagreements.
Change Agility: Able to embrace needed change; able to provide and implement feedback; effective in the face of ambiguity.
Youth Orientation: Actively seeks feedback from youth; establishes effective relationships with youth; knowledgeable about issues facing homeless youth and an understanding of the experiences they are going through.
Integrity: Must be honest and take responsibility for actions; ability to set healthy limits and maintain the helping role of practitioner.
Positive Impact: Have a passion for NWYS’ mission and vision; a belief in the capacity for a young person to change; display a positive attitude.
Learning Agility: Seeks to improve knowledge, skills, and abilities in related service areas; implement core principles and evidence-based practices including, but not limited to: Positive Youth Development, Trauma Informed Care, Right Response, and Youth Mental Health First Aid.
Creativity: Resourceful in finding ways to improve and advocate for change when necessary; fosters creativity in others.
Active Listening: Ability to effectively work independently and in partnership with team members; ability to communicate effectively with youth, and others.

Key Responsibilities
Youth Program:
- Coordinate provision of basic care and supervision for up to 35 youth at a time who are staying at the winter shelter;
- Facilitate all program activities, make routine checks on all facilities and ensures safety, and appropriately respond to emergencies;
- Coordinate safety planning and crisis response of youth when needed;
- Respond to any program emergency including those that involve police, paramedics, fire department, etc.;
- Provide follow-up and aftercare services as needed;
- Be able to stay awake overnight;
Review policy & guidelines with clients at time of entrance;
Assist in the setup and/or teardown of the space at open/close;
Ensuring the space is cleaned & sanitized at the end of each night;
Keep supervisors informed of issues and concerns related to youth;
Knowledge of program policies and procedures;
Other duties as assigned.

The physical demands described here are representative of those that must be met by an employee to successfully perform essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. The employee must occasionally lift and/or move up to 50 pounds. Specific vision abilities required by this job include close vision, distance vision, and depth perception. While performing these job duties, the employee is regularly required to listen to others and provide verbal feedback. The employee is required to frequently sit for extended periods of time, stand, walk, climb, or balance.

Qualifications

Minimum Qualifications:
- High school diploma or GED;
- One year experience working directly with youth ages 11-24. Two years of social services education may be substituted for the required experience;
- Must be 21 years of age or older; and
- Must pass background checks.

Required within first 30 days of employment:
- Food Handlers permit;
- CPR/First Aid/Bloodborne pathogens certifications required;
- Must have a negative TB test; and
- Full understanding of the CPS reporting requirements.

Preferred Qualifications:
- Bachelor’s degree in Human Services, Social Work, Counseling, Psychology, or other related field;
- Demonstrated experience working with young people in crisis;
- Demonstrated experience working with people experiencing homelessness;
- Demonstrated experience working in the housing field;
- Demonstrated experience working overnight shifts in a residential facility;
- Spanish, Russian, or ASL speakers preferred; and
- Previous training in Positive Youth Development, CSEC, Domestic Violence, Youth Mental Health First Aid, Motivational Interviewing, Harm Reduction or Trauma Informed Care.

Northwest Youth Services is an Equal Opportunity employer. Employment is based upon individual qualifications without regard to race, color, sex, religion, national origin, citizenship, age, marital status, veteran status, disabilities, political ideology, sexual orientation, or any other legally protected status. Alumni of foster care and those who have experienced youth homelessness are encouraged to apply.