



JOB ANNOUNCEMENT

GRYD YOUTH ADVOCATE

Bresee's mission is to battle poverty by empowering youth and families in Los Angeles with the skills, resources, and relationships to thrive. We serve a densely populated mostly immigrant Los Angeles neighborhood where youth and their families face multiple systemic and individual barriers to achieving success. Bresee strives to create an exciting, challenging, and rewarding work environment that allows our employees to flourish. We value integrity, community, resilience, life-long learning, and compassion.

SUMMARY: Reporting to the GRYD Director, the Youth Advocate works with GRYD Model youth, ages 10-15, who are highly at risk of joining gangs following the GRYD Model of Practice. Each Youth Advocate will work with a GRYD Case Manager in a strategy team to meet the needs of secondary prevention clients. Youth Advocates conduct individual meetings with youth and organize and plan weekly youth group activities. To achieve program fidelity, the Youth Advocate will conduct observations for youth on their caseload, collect and enter program-level data in ETO, and submit timely invoices for participant-related costs.

ESSENTIAL JOB ACTIVITIES AND RESPONSIBILITIES:

Youth Coaching

- Coach youth one-on-one using strength-based coaching methods during individual meetings and redirect problem behaviors, as needed.
- Develop strong rapport with youth and organize clear individual work plans that lead to positive behavioral outcomes.
- Develop strong relationships with school personnel and attend collaborative meetings to ensure positive behavioral outcomes for youth and their school support systems

Youth and Family Activities

- Plan, organize, and implement AIYDA (Activating Intentional Youth Development Activities) compliant weekly youth group activities and/or field trips for clients or their families, providing a range of quality youth activities to engage the GRYD secondary population.
- Observe youth progress at weekly youth activities and field trips outside of Bresee premises, including completion of all event summary reports and necessary budget documents.
- Participate and co-organize Family Celebrations to highlight youth and family progress from a strength-based model of practice
- Attend family meetings, whenever necessary and required, to ensure student success and rapport building for the course of their cycle in the program

Participant Supportive Services

- Plan and organize all budget-related expenditures for clients including but not limited to incentives, participant supportive services, and youth and field trips.

Strategy Team and Collaboration

- Report weekly to strategy team meetings on the attendance of each youth, noting identified strengths and problem behaviors of youth, and coaching strategies.
- Participate in family meetings, whenever necessary and required, to assist in youth's voice and

articulation of issues and/or critical life events, functioning as a mediator between parents, school personnel, Family Advocate, and Model youth to facilitate progress towards behavioral goals.

- Work under the direction of the Outreach Coordinator to participate in Summer Night Lights program, including attending workgroup meetings; coordinating community activities; promoting the SNL program with GRYD clients, and engaging with the local community throughout the SNL programming period.
- Report bi-weekly to youth advocates meeting with Professional Development Advisor to plan and execute youth and family field trips, workshops, and one-time events according to the 9 risk factors and/or AIYDA framework.

Program Fidelity and Quality

- Cross-train on all aspects of GRYD scope of work, including administering the YSET as needed to determine the eligibility of referred youth, and conducting outreach.
- Maintain all records and data in an organized manner, and input data in a timely manner to aid in reporting and evaluation.
- Submit monthly invoices for youth activities and participant-related costs on a timely basis
- Expend funds for participant-related costs such as field trips, food and beverages, incentives, and participant supportive services.

EDUCATION/EXPERIENCE/QUALIFICATIONS: The requirements listed below are representative of the knowledge, skill, and/or ability required:

- Must be currently enrolled in an accredited college or university working towards a Bachelor's degree or trade school working towards a certification. Bachelor's degree preferred.
- Must be bilingual in Spanish or Korean, and proficient in speaking, writing, and reading.
- Must have experience working with urban youth and families, demonstrate cultural competency in working with the GRYD secondary prevention population, and exercise discretion and confidentiality when interacting with clients.
- Must be comfortable in the role of coach and mentor to youth by being an active listener, setting boundaries, and holding high expectations for youth in their personal development.
- Must demonstrate professionalism in communication, teamwork, technical skills, and be comfortable working with data.

FLSA STATUS: Non-exempt, Regular Full-Time. Occasional weekend and evening hours will be necessary.

WORKING LOCATION: Location is based on a percentage of where work time is spent. In-office 75%, out-of-office 25%. Indoors 75%, outdoors 25%.

COMPENSATION: \$20/hr

BENEFITS: Benefits include medical and dental coverage; vacation, holiday, and sick pay; group life insurance and 401k type pension plan. Bresee provides generous PTO days that include paid holidays, a one-week Christmas Holiday, paid birthday off, and more.

TO APPLY: Submit a cover letter, resume, and writing sample (not to exceed 1 page) to jobs@bresee.org with the Subject Line: GRYD Youth Advocate

DACA, women, BIPOC, and LGBTQIA+ people are encouraged to apply.

Bresee is an equal opportunity employer committed to a diverse and inclusive workforce. In addition, the organization will consider for employment qualified applicants with criminal histories in a manner consistent with the requirements of the Los Angeles Fair Chance Initiative for Hiring.