



Union Settlement Association is an on-the-ground resource for East Harlem residents of all ages, and a passionate advocate for the needs of underserved communities. Since opening our doors in 1895, we have brought education, wellness and community-building programs to our neighborhood, empowering New Yorkers with opportunities to better their lives. More than 350 staff work in our organization, and our services impact 10,000 people every year. By helping our neighbors realize their goals, we build the vitality and success of East Harlem. For more information about Union Settlement, please visit our website at www.unionsettlement.org.

Program Description:

Youth@Union Programs are built on a foundation of academic skills enrichment, positive youth development, and the cultivation of informed and independent decision making. Recognizing the needs of the East Harlem community and its children, Union Settlement Association has created the Advocate Intervene Mentor (AIM) Program in partnership with the NYC Department of Probations (DOP). The program serves 16 adolescents between the ages of 13 and 18, who are facing a violation of probation due to chronic absenteeism and/or chronic unresponsiveness to interventions and engagement strategies. In addition to being under the supervision of a Probation Officer, each AIM participant will be paired with an advocate. Advocate/mentors will work with no more than four young people at a time to help build and strengthen social bonds between the client and the community in which they live. Advocate/mentors will be available to the participant and their families who reside in various neighborhoods of Manhattan.

Position: Advocate Mentor
Department: Youth Services
Reports to: AIM Program Director
Hours: 19 hours per week

Position Summary:

The Advocate Mentor will be responsible for building strong relationships with up to 2 high-risk youth and their Family Team. The Advocate Mentors will be expected to collaborate with the senior Advocate Mentor to support the mentees during crisis, as needed, and assist mentees to develop life skills to become more self-sufficient and arrest free.

Responsibilities:

- Mentor up to 2 high-risk youth on probation. This includes attending events, trips, and/or activities for participants and families, as needed.
- Assist Program Director in the developing Individualized Service Plans (ISP) and Safety/Crisis plans for participants and meet with Program Director bi-weekly to provide updates and progress on participants.
- Establish and lead Family Team monthly meetings to track progress, unmet needs, and additional supports needed for each participant in order to reach goals as indicated in ISP.

- Conduct one home visit for each assigned participant quarterly to ensure safety, as well as adequate supports and resources are available to participant.
- Make referrals in collaboration with Family Team and Program Director for participants and members of the family, as needed, in order to support the development and progress of participant and family.
- Attend and participate in workshops in the areas of Preventative Services, Life Skills, Leadership, and Life Redirection. Collaborate with Program Director to identify civic engagement, service learning, and group activity opportunities for participants to complete as a program requirement.
- Provide weekly written updates for each participant to document services, activities, progress, needs, challenges, and achievements.
- Additional duties as assigned by Program Director and/or Director of Youth Services.

Qualifications:

- Experience and knowledge of the Juvenile Justice System, Department of Probation, Family Court and Alternative to Detention (ATD) is highly preferred.
- Bilingual (English/Spanish) highly preferred.
- Must be available during scheduled work hours to ensure safety of participants and support of program staff, as needed.
- 21 years of age and older and able to commit to at least one year of mentoring services.
- Passion, expertise, dedication, and/or experience working with moderate to high risk urban youth, ages 13 to 18.
- Able and willing to complete the application and orientation process including interview, training and background checks (individuals with criminal backgrounds will be accepted if and when approved by the Department of Health).
- Ability to comprehensively read, write, and communicate verbally.
- Ability to work in a fast paced, challenging, and constantly changing environment and population without becoming overwhelmed or making rash decisions

To Apply:

Please send cover letter, resume, writing sample, salary requirements, and contact information for at least three professional references to:

hr@unionsettlement.org

Please indicate AIM Advocate Mentor in subject of e-mail.

UNION SETTLEMENT ASSOCIATION IS AN EQUAL OPPORTUNITY EMPLOYER