



CLARETIAN ASSOCIATES

Building Community in South Chicago

Job Title: Outreach Worker, Community Partners for Peace Program (CP4P)

Supervised By: Outreach Supervisor, Community Partners for Peace Program (CP4P)

Supervises: Classification: Non-exempt, salaried, fulltime

Date: July, 2020

ORGANIZATION SUMMARY:

Claretian Associates builds community within the culturally diverse neighborhood of South Chicago by working with community leaders, residents and organizations to provide affordable housing and related services for low-and-moderate income people, builds resident-based leadership, and serves as a catalyst in creating innovative solutions to improve the quality of life. Since 1991, Claretian Associates have built a network of relationships and activities that have affirmed our faith in the future of South Chicago.

Continuing our housing programs and wrap-around services in a targeted 12-block area, we have created a total of 137 affordable homes and apartments, and we work with other neighborhood stakeholders to undertake community development projects and services that continue to enrich the lives of the Southeast Chicago area. Recent acquisition of a 101- unit multi-use building with over 40,000 square feet of commercial space has opened even more opportunities for our growing organization.

PROGRAM SUMMARY:

Communities Partnering 4 Peace (CP4P) is a citywide collaborative of community-based agencies across Chicago working together to reduce rates of community violence. CP4P agencies and their partners are located in the neighborhoods with the highest rates of violence, and are committed to hyper-local programming, restorative justice practices, trauma-informed approaches, and principles of nonviolence. The Outreach Worker operates as a part of a Neighborhood Safety Team that includes other outreach workers, case managers, and community engagement/safe spaces staff.

ESSENTIAL FUNCTION/DUTY:

Description of Duties:

The Outreach Worker works to gain trust of the community and the highest risk individuals to help prevent shootings and retaliatory violence, and to provide linkages and robust accompaniment to prosocial alternatives including activities, jobs, education, case management, and social services. As a member of a team, the Outreach Worker is responsible for reaching out to the highest risk individuals in the community and working with them to prevent violence by mediating conflicts, modeling prosocial behaviors, engaging them in positive activities and accompaniment through the case management process. *This is a grant funded position and this position is contingent on renewal of grant funds.*

Job Skills and Requirements

- First and knowledge of the community (South Deering and South Shore)
- Ability to communicate effectively, both orally and in writing;
- Ability to work one-on-one and in groups with high-risk individuals to resolve conflicts and promote prosocial behaviors;
- Willingness to work on the street and in other unstructured situations;
- Willing to work late nights and on weekends;
- Firsthand knowledge of the community and knowledge of current street conflicts required;

- Familiarity with computers such that employee is able to complete required research, data entry; tasks, communicate via email, and complete basic word processing tasks as needed;
- Experience with or training in crisis intervention, restorative justice practices, or trauma-informed practice;
- Emotional maturity; good judgment; integrity; tolerance of differing points of view and beliefs; commitment to nonviolence.
- Must have a working cell phone at all times

RESPONSIBILITIES/ACTIVITIES:

Client Outreach:

- Work with outreach colleagues and supervisor to identify potential participants who are the highest risk individuals, and the people who know them.
- Carry a caseload of 15 high-risk clients;
- Develop and maintain supportive and effective relationships with client caseload;
- Work to intervene in circumstances in which violence is likely, including possible retaliation;
- Work to understand why a shooting happened, including developing strategies to be better informed to help prevent future escalation of conflicts;
- Work as a member of a team, communicating all relevant information to team members and supervisors instantly;
- Ensure that information about potential participants is clearly identified and communicated to relevant staff and Outreach Supervisor;
- Develop and deliver one-to-one support sessions and facilitate circles with clients to support participants in resolving conflicts and adopting prosocial behaviors.
- Provide linkages and support for individuals to enhance their use of opportunities and programs in the community (job programs, GED, drug treatment, mentoring, etc.)
- Provide client accompaniment to court, social services, etc.
- Violence Prevention Services/Shooting responses
- Participate, as necessary, in organizing responses to shootings and increasing visibility when shootings/killings take place (developing networks with other outreach programs to coordinate an inclusive and strategic response);
- Investigate causes of shootings/killings to assist in mediating situations and preventing retaliation between individuals and groups and provide documentation;
- Identify and diffuse “hot spots” for shootings and violence (conducting line of sight surveys with residents and key stakeholders to identify areas frequented by high-risk clients) and provide documentation;
- Strategize with outreach team and supervisor to develop ongoing strategy to respond to conflicts and violence, noting important anniversary dates or other key events.
- Community Outreach, through various canvassing activities
- Outreach to the community (individually and as a team member) to build strong relationships with youth, residents, businesses, and community groups;
- Work closely with referring partners and any other stakeholders to ensure that goals are met;
- Maintain positive relationships with stakeholders;
- Respond to shootings in other communities, when necessary, working with relevant outreach programs.
- Meetings & Documentation
- Attend weekly staff meetings; meet with supervisor as needed;
- Document shootings and other acts of violence prevented and conflicts mediated;
- Document all shootings and retaliations;
- Document detailed client case notes and other items as assigned;

- Participate in all mandatory trainings and undertake any training and professional development as and when required to ensure effective work
- This position is subject to additional responsibilities and program engagement activities as need to meet the program needs

Qualifications:

- High School Diploma/GED required. Bachelor's degree preferred or significant experience
- Working with high-risk, street-involved individuals
- Firsthand knowledge of the community and knowledge of current street conflicts required
- Experience or training in crisis intervention preferred
- Willingness to learn and commit to the principles of nonviolence, restorative justice and trauma informed practices
- Experience working on a team
- No pending criminal cases or prior convictions for sexual assault, child abuse or domestic Violence
- Valid Illinois driver's license, insurance, and good driving record
- Passing a drug test
- Background a must, but no open cases.

PHYSICAL DEMANDS:

While performing the essential duties of this job, the employee is required to sit and stand for sustained periods of time, frequently talk, hear, use hands and fingers to feel, handle and operate objects or controls, and occasionally stand, bend, stretch, stoop, kneel and crouch.

The employee is required to have close visual acuity to perform an activity such as preparing and analyzing data and figures, transcribing and viewing a computer terminal.

The employee may occasionally lift and/or move up to 25 pounds.

COMPENSATION:

- Salary is \$36,000 including an insurance stipend
- Paid vacation and holidays.

TO APPLY:

- Submit cover letter, resume, and 3 reference to: aprilm@claretianassociates.org
- Please write your name (Last, First) and position seeking in the subject line of your e-mail.
- Incomplete applications will not be accepted.
- Ability to start August 2020.