

YouthLink Job Opening:

Youth Advocate (2nd and 3rd Shift)

Build trusting relationships with young people and help guide them toward independent, empowered futures.



About YouthLink

YouthLink is a recognized leader in the Twin Cities and beyond for our work to build pathways of opportunity for homeless young people ages 16 – 24. Our youth-focused team provides innovative, evidence-based services that guide youth on a holistic level toward futures of education, employment, health and wellness, and housing stability. Since 2011, YouthLink has been home to the Youth Opportunity Center (YOC), a first-of-its-kind collaborative center where over 30 community partners make vital resources available onsite to provide efficient and effective interventions and strategies for youth in crisis.

Our Mission

At YouthLink, our mission is to support and empower young people on their journey to self-reliance.

POSITION SUMMARY

The Youth Advocate provides safety, stability, and well-being for youth experiencing homelessness (18-24). Youth Advocates identify, engage, and foster relationships with youth during critical evening, week-end and overnight periods to provide safe refuge, rebuild hope, belief and connections to resources for long-term self-sufficiency. Based on the [9 Guiding Principles](#) for overcoming youth homelessness, Youth Advocates use culturally inclusive, positive youth development strategies integrated within the overall YouthLink wellness model.

PROGRAM SUPPORT:

- Be part of a team providing effective 24/7 intervention, guidance and navigation for youth.
- Ensure youth, volunteers, interns, and visitors adhere to YouthLink rules and procedures and monitor the safety of YouthLink property.
- Provide crisis intervention and mediation support for youth and staff as needed.
- Assess needs of clients and address appropriately.
- Practice inclusive understanding and respect for youth culture, families, and family systems. Use the 9 Guiding Principles of good practice and holistic wellness with youth in a non-judgmental ways.
- Implement the core competencies of Positive Youth Development (belonging, competence, usefulness, and inclusion) in interactions with youth.
- Use harm-reduction and youth-empowerment models to provide on-going support, skill building, and crisis management.
- Be actively available, nimble and supportive to evening shifts, including substituting for other shifts if needed.
- Actively participate in your own self-care to manage stress and build resiliency against secondary trauma.

DOCUMENTATION:

- Accurately and promptly document intakes, put in MARRS.
- Consistently record actual services received by youth.
- Collect and maintain accurate data on an ongoing basis.

FACILITY MAINTENANCE & SAFETY:

- Ensure doors are locked and closed; patrol the property as needed.
- Document any maintenance concerns in a timely and appropriate manner.
- Be well versed and able to execute all YouthLink safety policies and procedures.

POSITION OUTCOMES:

- 100% of unduplicated drop-in youth from overnight shifts complete an intake assessment.
- 70% of unduplicated drop-in youth from overnight shifts are to be referred to long-term housing and/or evaluated for employment and educational services readiness.
- 90% of unduplicated drop-in youth from overnight shifts have case files with complete intake assessment data.

AGENCY REPRESENTATION:

- Maintain professional boundaries as established by the organization in all interactions with youth, co-workers, partners, and the community.
- Ensure positive and professional representation of the agency in interactions with youth, co-workers, partners, and the community.
- Understand and apply Guiding Principles to work with clients, staff, and community and partner agencies.

OTHER FUNCTIONS

- Ensure best practices, agency standards, and program development through participation in weekly supervision meetings, team meetings, All-Agency meetings, clinical consultation, and trainings.
- Consistently communicate daily and weekly schedules with youth to direct supervisor.
- Other duties as assigned.

QUALIFICATIONS

EDUCATION/EXPERIENCE:

Youth Advocates must have some combination of relevant college courses and work experience in human services and/or with vulnerable youth populations.

Qualified applicants must:

- Be able to provide non-judgmental services, including demonstrating acceptance of a variety of lifestyles, behaviors, and cultural and spiritual practices.

- Understand and have working knowledge of youth homelessness, cultural inclusion and competence, sexual identity/preference (LGBTQ), substance abuse, mental health and trauma, abuse, and adolescent development.
- Participate positively in the collaborative, holistic nature of agency and program development in an interdisciplinary team setting;
- Be able to verbally and physically respond to aggression when necessary in ways that de-escalate and establish and maintain staff and client safety.
- Have strong interpersonal skills.
- Be able to manage time effectively.
- Have effective oral and written communication skills.
- Exhibit a high degree of professionalism.
- Be mission-driven and willing to incorporate agency philosophy in service delivery.
- Be comfortable with Microsoft Office applications.

Candidate must have a valid Minnesota driver’s license, insurance, and access to reliable transportation upon date of hire.

Hours: Full-time, 40 hours per week. Shifts are available every day of the week from 4:00PM to 12:00AM and 12:00AM to 8:00AM. The YouthLink Drop-In Center is staffed 24/7 by YouthLink staff and Youth Advocates. Must be willing to work weekends and holidays.

COMPENSATION AND BENEFITS

\$19.23 an hour depending on experience. YouthLink’s competitive and comprehensive benefits package includes:

- Medical
- Dental
- Life Insurance
- Long Term Disability
- Elective benefits: Short-term disability, FSA, 401(k)

HOW TO APPLY

E-mail a cover letter and resume with the subject line “Youth Advocate 2nd and 3rd Shift” to

careers@youthlinkmn.org.

Equal Employment Opportunity: YouthLink shall seek to ensure and provide equal opportunity for all persons seeking employment without regard to race, age, color, religion, gender, marital status, sexual orientation, military status, national origin, disability, or any other characteristic as established by law.