

INSTITUTE FOR NONVIOLENCE CHICAGO

POSITION TITLE: Director of Community Violence Intervention

REPORTS TO: Vice President of Operations

The Institute for Nonviolence Chicago's mission is to end the cycle of violence using Dr. Martin Luther King, Jr.'s principles and teachings of nonviolence. Informed by a philosophy of nonviolence, Nonviolence Chicago will establish caring and sustained relationships with participants engaged in the cycle of violence. We will emphasize partnerships with community members, leaders, social service providers, and local law enforcement to reduce community levels of violence. We will help create a safer, healthier environment for young adults, youth, and their families. These general approaches will be specifically addressed using for major methods: Community Violence Intervention (CVI) / Street Outreach, Individualized Service Provision, Victim Support Services, and Nonviolence Training.

POSITION OVERVIEW: The Director of Community Violence Intervention (CVI) is someone who has a deep personal commitment to the hyper-local mission of INVC, to leading with a trauma-informed lens and to the long-term goals of the Community Violence Intervention field. The Director leads the Street Outreach Department which includes managing direct and indirect reports, supporting the day-to-day operations of street outreach, and engaging in daily cross-departmental communication in order to assist with the overall operations of the department. The Department is dedicated to reducing gun violence in Austin, West Garfield Park, Back of the Yards and Brighton Park. Outreach workers – many of whom have lived experience as victims of gun violence and as formerly criminal justice involved – respond to shootings and homicides and reach out to those at the center of gun violence in our communities, build relationships, and work to support healing and address conflict through nonviolent means, including de-escalation and mediation.

The Director must have management experience as well as basic knowledge of the four communities INVC serves and current street conflicts in those areas. The Director is also tasked with implementing a data-driven outreach strategy that is thoughtful, coordinated, and responsive to the current climate in each neighborhood and Chicago. This role is part of the senior management team at INVC. The Director will participate in leadership team meetings, collaborate on the implementation of strategic initiatives and be tasked with innovating to come up with creative solutions to complex problems. The Director will also collaborate closely with the Director of Strategic Initiatives and Partnerships to ensure alignment between the Street Outreach Department and the implementation of the SC2 initiative in all four neighborhoods.

ESSENTIAL FUNCTIONS/RESPONSIBILITIES:

Outreach Operations

- Lead a safety-focused culture. Oversee the management of safety protocols related to participant and staff engagement, demonstrate expertise in crisis prevention and de-escalation, and train others in best practices to create a safe environment for participants and staff
- Participate in meetings and communicate regularly with law enforcement, service providers and other community-based organizations

- Support the implementation of the overall outreach strategy (canvassing, case management, intervention, victim assistance, etc.)
- Stay knowledgeable of community conditions and active conflicts
- Respond with outreach team to critical incidents, mass shootings and emergency situations within the timeframe developed and according to established protocols
- Collaborate with colleagues in workforce development and other programmatic department to make sure that all participants can attend programming safely and work to make sure all groups receive an opportunity to enroll in services
- Support the oversight of the Flatlining Violence Inspires Peace (FLIP) Program
- Support the oversight of the Light in the Night (LIN) intervention strategy

Leadership & Collaboration

- Participate in senior leadership meetings, collaborate on the implementation of strategic CVI initiatives and communicate daily with the VP of operations to ensure consistency across neighborhoods
- Support the continued professional growth of supervisors and managers in street outreach, such as through internal trainings and participation in external events
- Implement organization/department policies and procedures (e.g. personnel, financial, client eligibility, Standards of Professional Conduct, etc.) to improve operational efficiencies
- Partner closely with the Director of Data & Tech Operations to refine and improve systems to track and monitor performance; develop robust intervention strategies to keep participants on track and staff performing at high levels.
- Respond to inquiries from the INVC leadership team, community outreach partners, and other CVI stakeholders
- Work with colleagues at all levels and in all departments to support collaboration across teams, information sharing, communication, and transparency
- Represent the organization at external stakeholder/partner meetings
- Assist with pressing matters as they arise and perform other duties as required

Management & Administration

- Oversee outreach managers, maintain accountability and complete annual performance evaluations/corrective action, as needed
- Support the day-to-day operations of the outreach team in all four neighborhoods served and provide additional assistance to staff when managers are on PTO
- Work with the managers to maintain consistency on scheduling of trainings, regular team meetings, and professional development activities
- Establish a system of operational checks-and-balances for the street outreach department, such as through periodic unannounced site visits or conducting audits, in order to support long-term consistency and grant compliance
- Attend monthly budget meetings and play an active role overseeing grant spending
- Meet regularly with community partners alongside the Director of Strategic Initiatives and Partnerships
- Participate in the hiring process for new outreach staff

QUALIFICATIONS:

- At least seven (7) years experience working with at-risk individuals in community or in the criminal justice system
- At least five (5) years of management experience, particularly managing programs, budgets and a large, diverse staff
- Experience working as part of a senior leadership team
- Experience partnering and collaborating with local government, public safety agencies, non-profit organizations, and local community leadership in the CVI field in Chicago
- Knowledge of Chicago neighborhoods, the fundamental drivers of violence, the history of street groups in the city, and the cultural differences between the black and brown communities
- Significant experience delivering social-emotional learning programming designed for high-risk populations, knowledge of Cognitive Behavioral Therapy (CBT) a plus
- Possess an inclusive leadership style based in empathy, patience, equity, consistent support, accountability, and the ability to relate well to a variety of individuals and groups
- Experience at public speaking, preferably at conferences, community gatherings or public forums, and in front of large audiences
- Proficiency in Microsoft Office Suite
- Self-motivated, able to manage competing responsibilities and timelines
- Excellent written and verbal communication skills
- Ability and commitment to maintain high level of confidentiality
- Ability to understand and follow safety/security practices
- Ability to work in high pressure situations
- No pending criminal cases
- Valid Illinois Driver's license, insurance and good driving record

SALARY/BENEFITS:

Competitive/commensurate with experience and other qualifications. Competitive benefits package available, including Health, Life, and 401K. Employment with INVC requires proof of vaccination or an approved medical exemption.

To apply, please send a cover letter along with your resume to hire@nonviolencechicago.org.

Institute for Nonviolence Chicago -- EEO Statement

Institute for Nonviolence Chicago provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, sex, national origin, age, disability, or genetics. In addition to federal law requirements, Institute for Nonviolence Chicago complies with applicable state and local laws governing nondiscrimination in employment in every location in which the organization has facilities. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.