

## **INSTITUTE FOR NONVIOLENCE CHICAGO**

**POSITION TITLE:** Outreach Worker

**REPORTS TO:** Outreach Supervisor

**FLSA:** Exempt

The Institute for Nonviolence Chicago's mission is to replace the cycle of violence using the principles and teachings of nonviolence. Informed by a philosophy of nonviolence, the Institute 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 four major methods: Community-based Nonviolence Street Outreach, Individualized Service Provision, Victim Support Services, and Nonviolence Training.

**POSITION OVERVIEW:** Street outreach workers respond directly to active conflicts and shootings with support provided by a multidisciplinary team. The goal is to reach individuals who are regularly active shooters. The Institute for Nonviolence Outreach Worker builds on current national best practices that incorporate outreach and nonviolence.

### **ESSENTIAL FUNCTIONS/RESPONSIBILITIES:**

#### **Comprehensive Violence Reduction Strategy:**

Create and maintain relationships to reduce shootings and violence in the neighborhood(s) assigned, including:

- create relationships with "in-risk" persons and the people they know to support the practice of nonviolence and reduce shootings and homicides
- seek to obtain advanced warning for when shootings and violence may occur in the communities assigned and work to prevent the violence from escalating
- safely intervene in conflicts in which violence is likely, including retaliations
- seek to address the root causes of violence in a conflict
- work in assigned neighborhoods to build strong community partnerships based on trust and transparency, with the understanding that community members should know the nonviolent approach and become ambassadors
- make sure to maintain strong communication among staff
- participate in staff trainings
- document community events and activities related to violence
- document daily efforts and activities as well as those of your participants

#### **Outreach Crisis Response:**

- support 24-hour incident response coverage in assigned neighborhoods
- respond to shootings and homicides within 24-72 hours within our target neighborhoods
- defuse violent incidents and prevent retaliatory shooting/violence
- work in partnership with a multidisciplinary team to support the well-being of community members impacted by violence
- identify youth who are street-involved and prepare/transition them to case management to receive needed wraparound services and support their service plan

- work with Institute staff to formulate action plans to resolve conflicts, support victims and build relationships with the involved groups
- support the mediation process to end existing and newly created conflicts
- identify, develop, and implement strategies to engage in-risk street-involved youth
- document strategies and progress towards goals

**Community Engagement:**

- engage community members, families, community organizations, community youth and other stakeholders who have been impacted by violence to build strong relationships
- participate in issuing public education material as it relates to the Institute
- cultivate relationships with community residents
- facilitate/participate in community events relating to nonviolence and/or supporting efforts
- collaborate with parks, schools, and community-based organizations events to foster strong relationships
- design and implement safe spaces aimed at reducing potential violence during late or nighttime hours

**QUALIFICATIONS:**

- work well in a team environment
- embrace principles of nonviolence to create safer communities
- experience working with “in-risk” youth and street-involved youth
- excellent communication skills
- experience or training in crisis intervention/mediation
- knowledge of Chicago; specifically the community of Austin
- maintain a high level of confidentiality
- ability to understand and follow safety/security practices
- accept feedback and constructive criticism
- ability to work in high-pressure situations
- ability to exchange information clearly and concisely and to present ideas, report facts
- Maintain a standard of high integrity
- Computer skills necessary

**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](mailto: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, the 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.