

INSTITUTE FOR NONVIOLENCE CHICAGO

POSITION TITLE: Outreach & Intervention Field Trainer

REPORTS TO: Director of Strategic Initiatives & Partnerships

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 Outreach & Intervention Field Trainer serves as a role model who teaches street outreach workers how to apply their skills to the everyday duties of their job. This position prepares outreach workers to work independently in the neighborhood in accordance with best practices of street outreach as well as the mission of the organization while demonstrating integrity and professionalism. As such, this role aligns with someone who has a deep personal commitment to the betterment of the neighborhoods we serve, to the mission of INVC, to the long-term goals of the Community Violence Intervention (CVI) field. The ideal candidate will also have working knowledge of the principles of trauma recovery and/or Cognitive Behavioral Intervention (CBI) teachings.

This unique position requires translating the written job description of an outreach worker into day-to-day action by modeling best practices for new staff in numerous areas such as: relationship building, canvassing, conflict mediation, de-escalation strategies, and data compliance. The Field Trainer will also lead with a security-first mindset and provide support to new outreach workers as they work different shifts and experience issues that are unique to working on-call or on the weekend, for example. This position will also serve as a thought partner with the Director of Strategic Initiatives & Partnerships in creating and implementing innovative strategies to meet outreach workers where they are at and develop an internal training academy.

ESSENTIAL FUNCTIONS/RESPONSIBILITIES:

- Train outreach workers to work independently in the neighborhood in accordance with the best practices of street outreach and support the onboarding of new outreach staff in the field
- Assist outreach workers in applying the skills learned at the Metropolitan Training Academy to the real world, day-to-day operations of street outreach
- Model integrity and professionalism and support new staff development of pro-social behaviors
- Support staff participation in CBI and use of additional organizational support for trauma recovery
- Lead with a security-first mindset
- Support the standardization of street outreach protocols and procedures across all outreach workers

- Spend significant time in the neighborhood with outreach workers training them on relationship building, canvassing, conflict mediation and de-escalation strategies
- Meet with outreach workers in the office to review day-to-day operations and data compliance as well as provide feedback on areas of progress/areas that need improvement
- Provide support to new outreach workers as they work different shifts and experience issues that are unique to working on-call or on the weekend, for example
- Act as a coach to outreach workers, investing in their overall success and supporting their professional and personal growth and development
- Help outreach workers draw connections between their daily operations and recent violence trends that will foster strategic thinking and innovative ideas
- Serve as a thought partner with supervisor in creating and implementing innovative strategies to meet outreach workers where they are at and develop an internal training academy at INVC

QUALIFICATIONS:

- A minimum of six (6) years experience working as a street outreach worker with at-risk individuals in community or in the criminal justice system
- 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
- Demonstrated track record of success when working with a team and ability to accept feedback
- Ability to relate well to a variety of individuals and groups, and practices empathy and patience
- Familiarity with local government operations, public safety agencies and local community leadership in the CVI field in Chicago
- 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.