



INSTITUTE FOR NONVIOLENCE CHICAGO

POSITION TITLE: Outreach Worker

REPORTS TO: Outreach Supervisor

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:**

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 neighborhood 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 the 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, 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 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 RANGE:** Compensation is commensurate with years of related experience, position requirements, and candidate qualifications. The average salary for the position is \$55,000.

**BENEFITS:** The Institute puts our people first with a top-of-the-line benefits package.

- Blue Cross Blue Shield (BCBS) of IL Medical Coverage options that support all levels of staff (including Part-Time): HMO, PPO, and HSA (PPO).
- ZERO: A free benefit for BCBS PPO members that helps find the least expensive option for medical
- MFS will contribute \$2,000 to individual and \$4,000 to family HSA Accounts through our HSA coverage, all front-loaded at the start of the year, or the start of your HSA enrollment.
- Teladoc services provided to all employees: A no-cost benefit providing general medicine and behavioral health services, no insurance
- Dental HMO and PPO options through Guardian
- VSP vision insurance with one of the largest networks in the Chicago-land
- Company-paid individual life insurance policy of \$100,000, with a wide range of additional, employee-cost
- Company-paid individual Short-Term Disability (STD) and Long-Term Disability (LTD)
- Five Flexible Spending Account (FSA) options ranging from Health to Contribute your pre-tax dollars where you need them the most.
- Ascensus 401K Plan with up to a 4% Match, vested at 100% on day one
- 12 paid holidays
- Starting with 15 days of PTO, maxing at 30 days after 3 years of service.
- Training and Professional Development Plan
- Pet Insurance options for your furry (or non-furry) friends.
- Comprehensive Employee Assistance Program (EAP).
- Free Will preparation services.
- On-staff notary available to staff
- ALEX, AI-powered assistance that will make your benefit decisions

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.