job description:
queer youth project advocacy specialist

organization information

Position Title: Queer Youth Project Advocacy Specialist
Location: Whatcom County
Reports to: Queer Youth Project Manager
Hours: 20 hours per week, non-exempt position
Starting Wage Range: $16.73 – 18.65 per hour, wage dependent on relevant qualifications, education, and experience

Mission: Northwest Youth Services collaborates with at-risk, runaway and homeless youth to foster self-reliance.

Vision: All young people have a place to belong: to be safe, heard and valued.

job mission

The Queer Youth Project Queer Youth Advocacy Specialist contributes to NWYS' success by engaging young people in programming with a focus on supporting LGBTQ youth and their families.

core competencies

To perform job successfully, the individual should demonstrate the following competencies:

Sensitivity: Communicates empathy and respect of individuals; ability to be appreciative of diversity.
Conflict Management: Effectively manages disagreements.
Change Agility: Able to embrace needed change; able to provide and implement feedback; effective in the face of ambiguity.
Youth Orientation: Actively seeks feedback from youth; establishes effective relationships with youth; knowledgeable about issues facing homeless youth and an understanding of the experiences they are going through.
Integrity: Must be honest and take responsibility for actions; ability to set healthy limits and maintain the helping role of practitioner.
Positive Impact: Have a passion for NWYS' mission and vision; a belief in the capacity for a young person to change; displays a positive attitude.
Learning Agility: Seeks to improve knowledge, skills, and abilities in related service areas; implement core principles and evidence-based practices including, but not limited to: Positive Youth Development, Trauma Informed Care, Right Response, and Youth Mental Health First Aid.
Creativity: Resourceful in finding ways to improve and advocate for change when necessary; fosters creativity in others.

Active Listening: Ability to effectively work independently and in partnership with team members; ability to communicate effectively with youth, and others.

key responsibilities

Greater Community Outreach:

- Build high-quality relationships with adults serving youth in wider community;
- Provide support and consultation to adults serving youth including education regarding best practices to support LGBTQ youth, WA state laws and OSPI guidance;
- Collaborate with local agencies and school districts to coordinate service delivery for LGBTQ youth; and
- Promote trust in the Queer Youth Project in diverse communities across Whatcom County

Program Maintenance:

- Work in collaboration with QYP Manager in a non-hierarchal setting to achieve program goals;
- Aid QYP Manager in writing grant reports, setting program outcomes, creating budget plans

Youth Outreach and Programming

- Build high-quality relationships with youth participants to understand the personal experiences of youth impacted by homelessness and LGBTQ identities;
- Conduct LGBTQ-specific youth outreach through community events including Bellingham Pride;
- Develop and deliver content to youth groups including the Queer Youth Gathering and school-based clubs;
- Plan, organize, promote and lead monthly Queer Youth Gatherings;
- Coordinate safety planning and crisis response of youth when needed;
- Hold QYP drop-in hours at NWYS location;
- Manage QYP social media pages including creating original campaigns
- Provide one-on-one direct service advocacy for LGBTQ youth in schools, through NWYS programs, and at the ground floor
- Organize and maintain Trans Fashion Treasury;
- Complete and process referrals;
- Keep supervisor informed of issues and concerns related to youth;
- Accurately document relevant youth information and activities according to program standards;
- Attend relevant Agency meetings and all other activities identified as necessary;
- Knowledge of program policies and procedures;
- Participate in program evaluation efforts;
- Complete professional training and development each year as required by your program; and
- Other duties as assigned

The physical demands described here are representative of those that must be met by an employee to successfully perform essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. The employee must occasionally lift and/or move up to 50 pounds. Specific vision abilities required by this job include close vision, distance vision, and depth perception. While performing these job duties, the employee is regularly required to listen to others and provide verbal feedback. The employee is required to frequently sit for extended periods of time, stand, walk, climb, or balance.

qualifications

Minimum Qualifications:

- High School Diploma or GED;
- In-depth and up-to-date understanding of LGBTQ+ identities as well as associated challenges
- Understanding of intersectionality and the diversity of the LGBTQ community;
- Demonstrated experience developing youth programming;
- One year working with LGBTQ youth;
- Demonstrated experience fostering spaces of acceptance and mutual respect;
  Or equivalent relevant life experience;
- Ability to conduct one's self with composure, agility and integrity in the company of diverse perspectives;
- Strong written and spoken communication skills;
- Proof of Washington State Driver's License, driving record, and auto insurance;
- Must be 21 year or older; and
- Must pass background checks.

Required within first 30 days of employment:

- CPR/First Aid/Blood borne pathogens certifications required;
- Food Handler's Card;
- Must have a negative TB test; and
- Full understanding of the CPS reporting requirements.

Preferred Qualifications

- Demonstrated experience working with young people in crisis;
- Demonstrated experience building trust with key community partners;
- Demonstrated experience working with people experiencing homelessness;
- Bachelor's degree in Human Services, Social Work, Education, Psychology, or other related fields
- Spanish, Russian, or ASL speakers preferred; and
- Previous training in Positive Youth Development, CSEC, Domestic Violence, Youth Mental Health First Aid, Motivational Interviewing, Harm Reduction or Trauma Informed Care.

Northwest Youth Services is an Equal Opportunity employer. Employment is based upon individual qualifications without regard to race, color, sex, religion, national origin, citizenship, age, marital status, veteran status, disabilities, political ideology, sexual orientation, or any other legally protected status. Alumni of foster care and those who have experienced youth homelessness are encouraged to apply.