



## Kinship Mentor

Bradley Angle is a dynamic social service organization offering safe shelter and supportive services to survivors of domestic violence and their children since 1975. We offer an array of holistic programs including Economic Empowerment, Housing assistance, Marsha's Folx (a culturally-specific program for LGBTQ+ survivors), Healing Roots (a culturally-specific program for African American survivors), and Emergency Based Shelter Services. We are accepting applications for the Kinship Mentor position. The ideal candidate will have experience providing culturally-relevant support and advocacy to Black & African American communities who have been impacted by domestic violence and working with youth. We need someone who is reliable, hardworking, and able to thrive in environments where there is change happening often. This position will need to work on site when needed and remotely. This position requires being able and willing to transport participants to and from outings. Therefore, driving and a valid driver's license is required.

**This is a culturally-specific program. Lived experience and/or direct work with Black and African American communities is required.** Bradley Angle strives to have our staff reflect the diversity of our community, and we are committed to eliminating barriers to employment that many members of our community face. Bradley Angle does not discriminate against any employee or applicant on the basis of race, color, religion, gender, gender expression, national origin, disability, political belief, marital status, age, sexual orientation, class, housing status, veteran status, physical size, or other legally protected status. We strongly encourage people of color and people with lived experiences of domestic violence to apply.

**\*\*In order to work at Bradley Angle, the candidate must (a) be fully vaccinated OR (b) have received medical or religious exemptions if unvaccinated. Documentation is required from Multnomah County and will be requested.**

STATUS: Full time, 1.0 FTE

SALARY: Starting \$18.48/hour; Medical, Vision, Dental insurance; Simple IRA, EAP, generous paid time off package

HOURS: 40 hours per week, variable but weekends and some evenings will be required as many outings and events occur after school and during weekends.

SUPERVISOR: Kinship Coordinator

OBJECTIVE: To provide adolescent specific mentorship and case management to 20-40 adolescents who identify as Black and African-American survivors of domestic violence, in order to positively interrupt cycles of intergenerational trauma and assist families towards a greater sense of healing.

### **Responsibilities and Duties:**

PARTICIPANT SUPPORT & CASE MANAGEMENT (50%)

- Work with participants, co-workers, supervisor, community partners, and all other

relevant stakeholders in a manner that is consistent with, and promotes, Bradley Angle Ethical Commitments, Bradley Angle Organizational Values, and trauma informed care.

- Provide short-term crisis intervention and long-term culturally-responsive advocacy to assist participants in the identification and achievement of participant-directed and participant-driven goals.
- Connect participants to resources that supports their goals for stability and growth, including employment support and empowerment.
- Complete on-going job-related trainings to build competency in positive youth development practices.
- Provide culturally-relevant mentorship services to a caseload of adolescents effected by domestic violence.
- Provide support services for participants working on further developing their internal assets and protective factors in order to secure a greater sense of well-being and reduce toxic stress. This includes providing emotional support, safety planning, resource brokerage, strategizing for short- and long-term goal achievement.
- Assist with facilitation of all group workshops (3-4x a month), support group (1x a week), and Family Outing Trip (1x a month).
- Comply with Bradley Angle policies and procedures, including maintaining strict confidentiality protocols.
- Maintain regular communication with all Bradley Angle Advocates and other service providers to ensure seamless service delivery for participants and their families.

#### ADMINISTRATIVE RESPONSIBILITIES: (35%)

- Complete all intake and maintenance paperwork associated with participant files.
- Assist Kinship Coordinator and Programs & Services Director with reports by collecting participant stories, writing program accomplishments, and tracking numbers/statistics (for quarterly, semi-annual, and annual government reporting requirements).
- Complete and transfer all data collection surveys related to this program into the Grouptrail software system to track projects progress.
- Monitor all expenditures, including participant assistance, supplies, and contracted services to ensure that the program doesn't overspend or underspend. Assist mentors in understanding the budget.
- Complete 40 hours of computer-based training completed through Oregon Coalition Against Domestic & Sexual Violence preferably within 3 months of hire.

#### OTHER DUTIES AS ASSIGNED (15%)

- Attend consistent weekly supervision sessions with supervisor.
- Attend All-Staff meetings every month.
- On occasion, advocate for culturally-specific services within the larger agency, community, and domestic violence movement.
- Other tasks and duties as assigned by the Kinship Coordinator and Programs & Services Director.

#### QUALIFICATIONS:

1. The ability to engage and relate to individuals from diverse backgrounds 2.

Demonstrated experience in problem solving, time management, creating work plans and timelines, training and development, decision-making, leadership, and prioritizing tasks; excellent attention to detail and quality of work.

3. Respectful listening and verbal communication skills.
4. Strong proficiency with computers, Microsoft software (Word, Excel, PowerPoint, Outlook, SharePoint), databases, email, and G-Suite.
5. Commitment to working with survivors of domestic and/or sexual violence and knowledge of violence, historical oppression and its effects on society.
6. A basic understanding of childhood development and how trauma may impact children.
7. Ability and willingness to work as part of a diverse team.
8. Ability to thrive in a fast-paced, sometimes chaotic, environment.
9. Valid driver's license and reliable motorized vehicle required.

**PREFERRED QUALIFICATIONS:**

1. Understand the historic and current racism distinctly experienced by the African American Community and the community's distinct strengths and coping responses.
2. A degree in social work or related field; or at least four years relevant experience in direct service with marginalized communities required (impacted by racism, homophobia, poverty, alcohol and drug abuse, domestic violence, etc.).
3. Effective crisis intervention and conflict resolution skills.
4. One year of experience working with survivors of domestic violence preferred.
5. Demonstrated knowledge of Portland area resources for adolescents outside of BA.

**APPLICATION PROCESS**

Please review the qualifications we are looking for and take the time to look at our website to become familiar with our mission and programs. We want to read resumes from qualified and interested candidates who take the time to respond to the specific dimensions outlined in this job announcement.

Please send your (a) resume, (b) cover letter, and (c) [Bradley Angle application](#) to [jobs@bradleyangle.org](mailto:jobs@bradleyangle.org). Include "Kinship Mentor" in the subject line. Applicants who are missing any of the components listed will not be considered. Applications will be reviewed over the next several weeks, with an application close date of May 30, 2022.